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# THE TIMES

INTERNATIONAL  
EDITION

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45p



## SACRED ART FROM TIBET

Treasures from the  
Hermitage

Life & Times, page 1



## CLINT HITS THE WEST ...

... and Madonna  
goes all the way

Life & Times, page 3



## FLY FREE TO THE USA

Special offer to  
Times' readers

Life & Times, page 7

## Intercity slashes rail fares

Intercity, British Rail's national passenger network, yesterday announced plans to reduce the cost of rail travel by up to one-third by extending its discounted Apex fares throughout the railway. The initiative is part of a package designed to boost rail travel and beat the effects of the recession. Discounted Apex fares will be available on all journeys over 150 miles cutting one-third off a standard return. Page 18



## Ex-Mirror man loses

Nick Davies, the Daily Mirror's former foreign editor (above), yesterday lost his claim for unfair dismissal at a London industrial tribunal, which said that Richard Stott, the newspaper's editor, had "sufficient reason" to sack him. Earlier Mr Davies told the tribunal that Robert Maxwell, the late Mirror publisher, had promised him that his job was safe although the newspaper had sacked him for lying. Page 8

## Pact ruled out

The Liberal Democrat conference turned its back firmly on any question of a formal pact or deal with the Labour party. But after a tangled and passionate debate, delegates passed a motion agreeing that the party should "develop and debate ideas by working with people of all parties and none at all". Page 10

## Battle looms

A fierce battle is now expected between the Serbs, Croats and Muslims for control of territory around the planned humanitarian relief convoy routes, during the 40-day countdown to the arrival of 6,000 additional United Nations peacekeeping troops in Bosnia-Herzegovina. Military sources said all three factions would attempt to consolidate or improve their positions before the extra UN firepower was in position. Page 11

## The lost state

California has lost its sheen, and such is California's antipathy to President Bush, the man it holds responsible, that it is no longer a question of whether he can win America's largest state this November, but whether it is even worth him trying. Page 12

# Beaten Lamont devalues pound

By Philip Webster and George Sivell

JOHN Major and Norman Lamont abandoned their defence of the pound last night and announced that Britain was suspending its membership of the European exchange-rate mechanism and allowing sterling to float.

The decision, which amounts to an effective devaluation, was announced on the steps of the Treasury by Mr Lamont after a tumultuous day in which interest rates were raised in two stages by 5 per cent as the government embarked on a desperate last effort to save the pound's parity with the mark.

The decision to suspend membership of the ERM means that the second rise, an increase from 12 per cent to 15 per cent, which was due to take effect today, will not now take place. The Chancellor of the Exchequer's future was placed under immediate doubt because of the collapse of his policy. Downing Street's first reaction was that he would stay in his job.

An emergency session of the European Community's monetary committee was held in Brussels late last night to discuss how the ERM can be patched together. Mr Lamont's earlier statement said:

... morning and, when that measure failed to improve sterling's performance in the European exchange-rate mechanism, a second increase to 15 per cent was announced.

By last night the attempts of the prime minister and Mr Lamont to maintain the parity of the pound within the ERM had failed, as sterling was quoted below its absolute ERM floor of DM 2.7780 at the end of trading in London. After Mr Lamont's announcement the pound was trading at below DM2.70 in New York.

Its dismal performance was despite billions of pounds of intervention from the Bank of England and other European central banks. Estimates of the cost of yesterday's effort to shore up sterling range from £2 billion to £10 billion, nearly half of the country's entire foreign exchange reserves.

Earlier in the day the prime minister and his Chancellor had come under pressure from Conservative MPs to abandon a policy that they believed was no longer sustainable. While Mr Lamont's future looked unsure, there was no suggestion that Mr Major's position was under threat, although Tory MPs believed that his credibility was damaged. The prime minister and senior colleagues were last night considering demands to recall Parliament next week to debate Britain's grave economic crisis.

The government's moves yesterday created shock and disbelief, even among strong supporters of its ERM policy, and outrage among the Eurosceptic wing of the party. There were calls from backbenchers for Mr Lamont to resign and Mr Major, lauded only six months ago for his election triumph against the odds, faced strong personal criticism from a small group of MPs determined to discredit his pro-European stance.

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Business Comment, page 23



Driven to defeat: Norman Lamont yesterday before announcing that the pound had been suspended from the ERM

## Game is up as common sense wins through

IT WAS no longer a question of whether, only of how, when and by whom. The pound would have to be devalued. That much was clear from the moment the Chancellor raised interest rates to 15 per cent yesterday afternoon.

From the moment Norman Lamont made what may be his final misjudgment, the dewy optimism in the markets where those who believed that the pound would hold out until Sunday. The pessimists and realists knew the game was already up. Only three questions remained to be settled. Would Mr Lamont be the one to make the announcement? Would Britain simply devalue or completely suspend its membership of the ERM? And what other measures would be announced at the same time?

Anatole Kaletsky explains why the devaluation of sterling was inevitable and argues that, after two years of ERM madness, common sense has finally prevailed

In Britain, Germany, Italy and perhaps even America and Japan?

These statements did not come from insider briefings in the inner recesses of Threadneedle Street and Whitehall. They were not derived from soundings of opinion among the good and the great of the business community, or the Bundesbank.

They were based simply on common sense, a commodity that has been lacking lately in British politics and economics, but which seems to be seeping back into the business of government. The irresistible force of economic logic has ploughed into the

a deep breath, consider his ultimate objectives, and admit that the world has changed since he made the fateful mistake of putting sterling into the European exchange-rate mechanism at DM2.95.

Which choice Mr Major takes hardly matters for the traders and investors who move hundreds of billions of pounds around the world's financial markets. They know they will make money by selling sterling and continuing to sell it, regardless of what the government does. They know this for two reasons. First because last Sunday the ERM fell apart as a mutual defence alliance, when the Bundesbank effectively reneged on its promises to offer the lira and other weak currencies a lifeline. Continued on page 18, col 6

## George Smith pre-empts Lamont - devalues £ sterling at least 30%



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## Mitterrand fights cancer of the prostate

FROM CHARLES BREMNER  
IN PARIS

PRESIDENT Mitterrand, looking frail, walked out of the Cochin hospital in Paris yesterday hours after news that he was suffering from prostate cancer renewed uncertainty over his future and the outcome of Sunday's referendum on Maastricht. Word that doctors had found a cancerous lesion sparked a flurry of speculation that the president, 76 next month, could step down whether Maastricht is approved or not.

M Mitterrand, on his way back to the Elysee Palace, responded: "I haven't thought about it yet and I don't think they have cut off a brain lobe. That's not the area that's affected."

Word of M Mitterrand's illness and its Maastricht implications appeared to cheer up the nervous Paris stock market, which closed 1.3 per cent higher than its opening after a day of wild

gyrations. As the financial markets were battered by the sterling crisis, Pierre Bérégovoy, the prime minister, called an emergency meeting with Michel Sapin, the finance minister, and the governor of the Bank of France, Jacques de Larosière. Private polls circulating during the prohibition of published surveys in the final week of the campaign showed that the "yes" vote was leading by a narrow margin, with about a quarter of the electorate still undecided.

M Mitterrand said he would resume full duties next week after voting in his home town of Châteauneuf-Chinon. According to M Bérégovoy, the president "will be able to lead a perfectly normal life".

The doctors who operated on M Mitterrand last Friday emphasised that about half the men his age carried cancerous tissue in the prostate and they said that the condition usually had little impact on life expectancy. Claude Gubler, his personal physician, said he

would receive hormonal medication rather than radiation or chemotherapy. The ailment "consists of classic cancerous lesions, which thousands of Frenchmen have". Dr Gubler said. The presidential office said M Mitterrand's illness had been caught in its initial stage and "presented no threat to the life of the president".

M Mitterrand, whose 11 years in office have made him the longest-serving president, ordered news of the cancer to be released to dispel the rumours that have accompanied questions of presidential health since President Pompidou suppressed all word of his illness until he died in office in 1974. Taboos about cancer are still stronger in France than in many other Western countries and the lack of detail in M Mitterrand's medical bulletins since the operation last Friday had already sparked strong speculation about his true condition.



Mitterrand: back at his desk next week

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1X



# Interest rate rises 'spell disaster for property market'

BY RACHEL KELLY  
PROPERTY CORRESPONDENT

THE interest rate rise was greeted with dismay by estate agents, lenders, homeowners and builders who said it would be disastrous for an already battered market.

Estate agents said that some buyers had pulled out of deals and cancelled viewing appointments. Sellers were worried that they would now have even less hope of selling their homes. "Who is going to buy a house at the moment with this degree of uncertainty?" said Richard Woolf, from the estate agents Winkworth, St John's Wood, north London.

"Both buyers and sellers are stunned. Sellers in particular are phoning us and saying what are they going to do about it. People are angry that their lives are being played with like puppets on a string by the government."

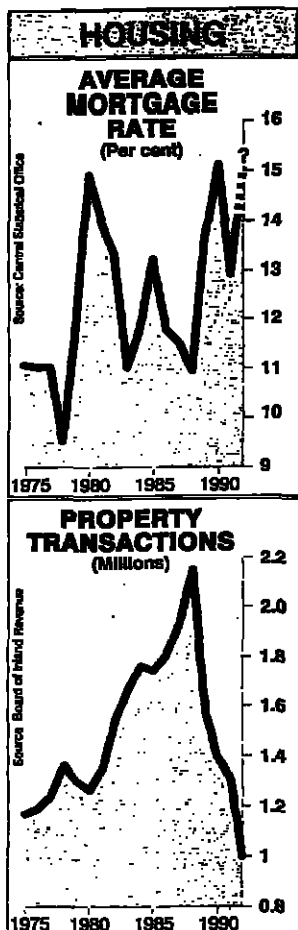
Patrick Ramsay, of Knight Frank & Rutley, said the possible increase would "turn the screw till tighter" on the housing market. "More important than the possible increase is the instability that this creates."

Other estate agents reported that few of their clients were yet aware of the changes, and the full impact of rate rises would not be felt till the news had sunk in.

"The majority of homeowners do not yet realise what's happening," Harry Hill, managing director of Hambro Countrywide, said. "This could be the final nail in a coffin which was already looking securely nailed down. The housing market will simply stop. It will be desperate."

Most commentators predicted that the immediate effect would be to reduce further the number of property sales. Sales have been falling from over two million a year at the height of the boom in 1988, with estimates of about one million sales this year, the fourth consecutive year to show a fall.

"This is the first time this has happened since the war," said Adrian Coles, head of external relations at the Council of Mortgage Lenders. Until



sales levels pick up, it is unlikely there will be any increase in house prices. An overhang of supply, including unsold repossessed homes and new houses still on the market needs to be cleared before any price increases.

Any hope that prices might pick up, encouraged by the fact that the rate of house price falls had slowed recently, was scotched by the rate rises. Steven Bell, chief economist at Morgan Grenfell, predicted that if interest rates remained at such high levels, house prices would fall by an extra five per cent over the next year. "But these rates are not going to last," he said.

Further house price falls will increase the numbers of people who have debts which are bigger than the value of their homes. The Bank of England has estimated that one million homeowners are

affected by negative equity, and the numbers would rise if house prices fell, adding to those who are unable to move and further stifling any recovery. A quarter of those now in negative equity have debts of less than £2,000, according to the Bank of England. Further house price falls would see those debts increase for many.

An increase in rates would also lead to an increase in the number of people unable to meet their mortgage repayments, which in turn could lead to a rise in those who have their homes repossessed. "This rise in base rate will mean certain repossession of many of the 330,000-odd families currently in mortgage debt of six months or more," said Dominic Byrne from the housing pressure group Shelter.

"The many homeowners who have been managing to stave off mortgage arrears despite suffering a fall in income due to the recession will swell the already record numbers of people in housing debt. There is also the worry that lenders can no longer afford to be flexible with debtors," Mr Byrne said. "Lenders will be facing higher costs if interest rates rise."

Mr Coles said that deals would continue to be made between lenders and borrowers and that the rate rise would be unlikely to lead to more people being repossessed immediately if the rates remained high only for a few weeks or a few months.

John Wriglesworth, housing analyst at UBS Phillips & Drew, said the increase was disastrous. "This couldn't have happened at a worse time," he said. September is traditionally a peak month for selling houses. He saw no recovery in the housing market in the foreseeable future. "The psychological impact of the uncertainty will affect new buyers and those with arrears who may now just give up."

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## HOW HOMEOWNERS COULD PAY

	NOW	+2%	+3%	+4%	+5%
<b>REPAYMENT</b>					
£30,000	234.70	265.42	281.26	297.39	313.78
£50,000	417.07	477.84	509.22	541.15	573.57
£60,000	495.58	570.11	608.65	647.88	687.77
£80,000	682.03	785.57	839.03	883.44	948.69
£100,000	854.92	986.83	1,064.95	1,124.29	1,194.70
<b>ENDOWMENT</b>					
£30,000	200.63	238.13	258.88	275.63	294.38
£50,000	378.96	449.79	485.21	520.63	556.04
£60,000	448.25	533.75	577.50	621.25	665.00
£80,000	618.25	737.08	797.50	857.92	918.33
£100,000	770.58	924.23	1,001.31	1,078.40	1,155.48



Banking on a quick solution: a billboard outside the Bank of England yesterday relaying news of the Chancellor's second interest rate rise

## 10m borrowers to pay big increase

MORTGAGE RATES

Lenders are pinning their hopes on a "yes" vote in Sunday's French referendum. Lindsay Cook reports

LENDERS were hoping yesterday that a "yes" vote in the French referendum on Sunday would lead to an early fall in bank base rates, but they said that an increase in rates for ten million mortgage payers was inevitable.

Halifax Building Society, the largest mortgage lender, said that it would not change its rate before next week unless there was a significant increase in savings rates. David Gilchrist, group general manager, said: "There may be a bit of unwinding of the bank base rate, by 1 per cent on Monday. With a much calmer market, base rates could come down in 1 per cent steps rather than half a per cent at a time."

Mr Gilchrist said that most of the society's 1.8 million borrowers would not find their payments increased until April because they were changed only once a year. "There is very little precedent for the current situation. If rates had to rise substantially there would be no change to our forbearance policy for people behind with their payments. We would live with the situation for a period of time."

Richard Bolton, chief economist for Abbey National, said: "We don't move mortgage rates lightly. We will only do so when base rates have settled down." He said there was a good chance that his bank would not increase its rate next week.

The bank was deluged with requests for fixed rate mortgages yesterday. Its offer of loans at 10.35 per cent until 1999 ran out during the afternoon.

Nationwide, the second largest society, said: "We are

monitoring the situation. We will try and make it through the weekend, and will review the situation next week. The mortgage rate may well have to go up." Its three-year fixed rate mortgage (8.95 per cent in the first year, 9.95 per cent thereafter) had virtually run out before the rate rises were announced. It was due to close at 3pm.

Woolwich's fixed rate mortgage offer sold out completely yesterday after the base rate rise sparked nearly 6,000 applications from new and existing borrowers. The mortgage was fixed at 9.95 per cent for three years.

Mark Bollet, director-general of the Council of Mortgage Lenders, said: "Mortgage lenders can afford to sit back for a couple of days to let things settle down."

John Wriglesworth, building society analyst at the stockbroker UBS Phillips & Drew, said that, if mortgage rates rose by 2 per cent, up to 200,000 people now struggling to pay might give up. The Bank of England estimates that 1.5 million people have mortgages larger than the value of their properties.

The government has got to intervene in the housing market or price falls next year will be worse than this year," Mr Wriglesworth said. "Building societies have been bending over backwards to keep the rates low."

The highest standard mortgage rate so far was in February 1990 when rates went up to 15.4 per cent. They began to fall the following October, when Britain joined the exchange-rate mechanism.

## Ministers at war with the markets

BY PHILIP WEBSTER, CHIEF POLITICAL CORRESPONDENT

BY THE time Norman Lamont and John Major met at Downing Street on Monday evening it was clear that the government was engaged in a full scale war with the financial markets.

For weeks they had used all available weapons to convince speculators that the pound would be held to its parity with the mark, including repeated public statements and the loan of £7.25 billion specifically allocated to the shoring up of sterling during uncertainty over the French referendum.

Then on Sunday came the Italian decision to devalue, coupled with the Bundesbank's promise to cut interest

rates the next day. From that moment the pound was in the front line.

On Monday morning Downing Street put the best face possible on the Bundesbank's apparently grudging decision to cut its key lending rate by just 0.25 per cent. "It has probably brought forward the time when British rates can move," a senior government spokesman said. He meant a downwards move.

The markets were not impressed and the Chancellor and prime minister had every reason to expect big pressure on the pound when the exchange opened the next morning. That evening Mr Major decided to call off a trip to Spain, planned for Wednesday and Thursday.

He knew that it would add to the atmosphere of panic, but had no choice. The spectacle of the prime minister swanning around Expo '92 while a sterling crisis raged at home would have been disastrous.

Mr Major and Mr Lamont resolved, as they had so many times before, to do what was

necessary to avoid a devaluation.

Sterling's black day on Tuesday confirmed the worst. Robin Leigh Pemberton, the Bank of England governor, took his most senior officials to see Mr Lamont on Tuesday night. The meeting took place before the reported remarks of the Bundesbank president, raising the spectre of sterling devaluation, became public.

There the strategy for Wednesday was laid down. The prime minister was not at the meeting but gave his full approval to what was determined. There would be overt Bank intervention in support of sterling when the markets opened yesterday morning. If that did not work there would have to be a big interest rate rise.

Mr Lamont had an early start at the Treasury. He called in Sir Terence Burns, the permanent secretary, Andrew Hudson, his press secretary, and other senior officials. The bank had moved before then, throwing £2 billion into the pot. It was not enough.

After further consultations with the governor, the Chancellor called the prime minister on the telephone and they agreed that rates had to go up. At just after 11am the Bank signalled a 2 per cent rise.

Over lunchtime Mr Major met Mr Lamont and his closest ministerial colleagues at the Admiralty in Whitehall, where he has transferred while new bomb-proof windows are installed in 10 Downing Street.

Among others attending were Michael Heseltine, the board of trade president, Kenneth Clarke, the home secretary, and Douglas Hurd, the foreign secretary.

Mr Lamont told them his earlier action needed reinforcing. At 2.20pm came the news that rates had gone up to 15 per cent, a decision that was later overtaken.

## NEWS IN BRIEF

### Car market 'going into reverse'

Car makers said that the interest rate rises could sink their efforts to overcome the recession (Kevin Eason writes).

Nissan, which has invested more than £800 million in a plant at Washington, Tyne and Wear, has postponed plans to launch a new British-built car as a result of the economic uncertainty. Some firms say their showrooms will be deserted this week as nervous customers wait to see if the interest rate remains at or near 15 per cent.

Neil Marshall, of the Retail Motor Industry Federation, which represents 12,000 dealers, said: "Everything is going to go into reverse now that the little confidence there was growing has been knocked out of the industry."

### Poll backs referendum

A majority of Britons and Germans are against plans for a single European currency and most want a referendum on the Maastricht treaty, a Mori poll released yesterday shows. The survey, to be published in *The European* newspaper today, also shows that a majority in both countries feel that their governments have not given them enough information about the treaty.

In Germany, 77 per cent of people want a referendum. In Britain the figure is 61 per cent. The poll was conducted earlier this week from about 1,000 people in each country.

### Farm debt fear

Farmers could see a quarter of their income swallowed up by the interest rate rise, the National Farmers' Union said, claiming that the increase would add £325 million to farmers' debt repayments. NFU economists calculate that every percentage point increase in rates adds £65 million to debt service costs. Investment in new machinery is already half the level of ten years ago.

### Howard support

Michael Howard, the environment secretary, defended the Chancellor's actions in a speech to metropolitan council leaders in Manchester. When asked what impact the rate rises would have on the unemployed, he said: "No one pretends that the action which the Chancellor had to take today, which I wholly support, will be welcomed." But if it helped the fight against inflation it would have succeeded.

### SNP demand

Alex Salmond, the Scottish National Party leader, said that Sterling had been exposed as an albatross around the neck of Scottish industry and called for an immediate devaluation of the pound and an interest rate cut. "This delivers a body blow to the Scottish economy," he said. "It's a betrayal of Scottish business, industry and homeowners. All predictions of a Tory victory bringing recovery are revealed as a cruel sham."

## Louise Hidalgo looks at contrasting fortunes as interest rates rocket

### Fast-mover sails into safe haven

WITHIN an hour of the news coming through yesterday morning of the first rise in interest rates, Paul Lipman was on the telephone to his building society. Minutes later, he had transferred his variable rate mortgage with the Woolwich, standing at 10.3 per cent, to a fixed rate one, at 9.95 per cent. He called a courier to take a £225 cheque to the bank to cover administrative charges, and the transaction was complete.

Mr Lipman, a partner in a small mortgage and financial services firm in Thornton Heath, south London, was relieved but not gloating.

"It's first come, first served," he said. "I suppose I had an advantage. I had been thinking about moving to a fixed mortgage rate for some time. The general lack of enthusiasm in the housing market combined with this morning's news tipped the scale."

Mr Lipman, 32, has a mortgage of about £70,000 on



Lipman: called courier for mortgage swap

the three-bedroom house in Shirley, south London, in which he and his wife have lived for three years with their young daughter.

Should the building societies follow the clearing banks' lead to the digit, Mr Lipman's swift action could save him up to £250 a month in mortgage repayments.

"I did it for the security and for the peace of mind," he said. "By Monday, when the outcome of the French referendum is known, interest rates could be down again. Who knows? But even if it's a short-term blip, 9.95 per cent is not a bad rate judging by the way rates have been over the last 10 years."

### Rough ride ahead for the unlucky

THE response of Paul Awcock, from Littlehampton, West Sussex, to news of the interest rate increase was one that many around the country might have shared: "Lord above, I'm shell-shocked."

Mr Awcock and his wife, Sheila, have seen the value of their one-bedroom flat fall by £18,000 in the three years since they bought it. "This could see it drop by another £4,000," Mr Awcock said.

The couple had already resigned themselves to renting out their flat while they live elsewhere. With an 11-month-old son, Thomas, and another child planned, they need to move to a more spacious flat but cannot afford to sell.

"We would have had to make up the shortfall between the £45,000 we paid and the £27,000 at which the flat was valued last month. We tried to get an unsecured loan to cover it, but that proved impossible."

The only alternative was to



Awcock: "We cannot afford to sell"

let their flat and rent a larger one, which is what they plan to do next month in spite of yesterday's news. Until yesterday the Awcocks would not have been much out of pocket on the deal, but now they can expect to pay up to £130 a month extra on their £42,950 mortgage.

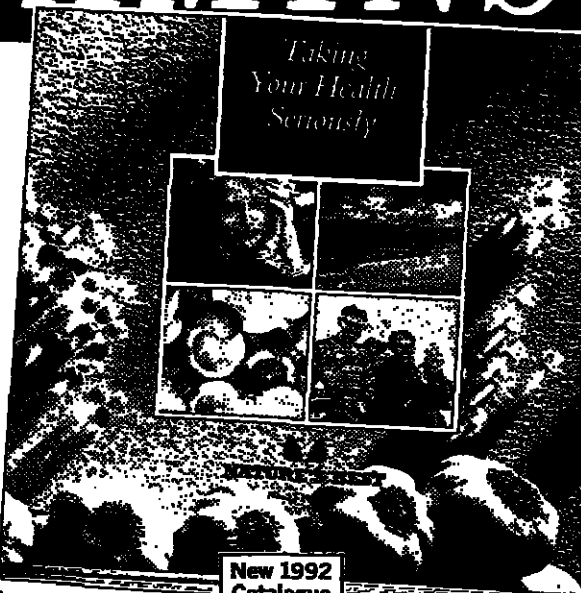
"We can afford that, although it will be difficult," Mr Awcock said. "What really frustrates us however is that we cannot afford to sell our flat. This is just going to make it more difficult."

"House prices are bound to fall and the shortfall between what we paid and how much we can sell it for will widen. That's the kind of lucky man I am."

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## Cool, calm façade hides Major's passion and anger

A POLITICIAN, his plan and his pride form one of the great eternal triangles of political affairs. To condemn the third element as a simple human failing, or to dismiss it as a distraction, is rather impetuous. Some of the most glorious victories for human resolution — from Hannibal and his elephants to John Kennedy and his Cuban blockade — must owe as much to pride as to calculation. So, of course, did the charge of the Light Brigade.

If the man and the idea survive the storm, we praise his resolution: if they sink, we blame the obstinacy. I must not pretend ever to have

been a close confidant of John Major, or to know his mind or character. But he and I were members together of the "class of '79" and observed each other as do friendly schoolmates under the eye of our headmistress. I formed an impression of him — and her — which the passage of time has not altered.

John Major is very proud. Mrs Thatcher was often called proud, but it was a hybrid sort of pride: she was never proud beyond calculation, although her calculations were sometimes wrong. She showed great nerve in sticking to these

Matthew Parris compares the characteristics of two former distinguished colleagues from the class of '79

calculations, but they were, always, calculations. The many risks she took were taken only when she had become certain that, however dangerous was her chosen course, the alternatives were more dangerous.

She had the courage of one who, standing within a burning house where the fire blocked the door, and once she was sure the fire was

beyond control, was able to throw herself into and through it. Jim Callaghan, her predecessor, might have stayed and burned.

John Major is different from both of them. He is capable of walking quite calmly into the fire, well before he has to. Once personally convinced that his plan would be for the best and that survival is possible, he

has a sort of intemperance. His manner is cool where hers was furious, but behind her fury lay a reliable regard for her own best interests: beneath Mr Major's calm is a rather passionate quality.

The passion is exacerbated by pride. Mrs Thatcher had vanity, but rather less pride than she is often credited with. She was very sure of her philosophy and quite comfortable with the world and her place in it. She was self-assured, poised, almost self-satisfied. We all knew girls like her at school.

John Major is not self-satisfied, perhaps because he is a good deal

more intelligent than Lady Thatcher and more thoughtful. We knew boys like him, too, at school. I never thought him sure that all was for the best in this world.

I think it is not impossible that, if persuaded that he is right, he would take a satisfaction in confounding the world which might go beyond the importance of the issue itself. If he found he could not prevail, I think anger at the injustice of it might overtake him. He would be capable (where most politicians, on reflection, are not) of throwing down his tools and refusing to carry on.

### QUOTES OF THE DAY

"The sky is darkening with the wings of chickens coming home to roost"  
— Lord Callaghan of Cardiff

"We have had quite a few telephone calls from punters wanting to bet on the Chancellor resigning. But the situation is so volatile, he could go before we decide what odds to offer."  
— William Hill, the bookmaker

"A complete failure of Conservative economic policy"  
— John Smith, Labour leader

"Norman Lamont is leading the funeral procession of the British economy"  
— Rodney Bickerstaffe, Nupe general secretary

"Total disaster"  
— Sir Brian Hill, president, Building Employers Confederation

"Industrial madness"  
— John Edmonds, GMB union leader

"The last thing we need"  
— The British Retail Consortium

"There is no escape route to be found in the devaluation route inside or outside the ERM."  
— Lord Howe

"A crippling blow"  
— David Naish, president National Farmers' Union

"Weeks ago we said Norman Lamont should be sacked — now I say for God's sake go."  
— Alan Jinkinson, Nalco leader

"Britain has suffered because of the machinations of the Germans."  
— John Townend, chairman, Tory backbench finance committee

## Spectre of Lawson's fall hangs over Chancellor

By NICHOLAS WOOD, POLITICAL CORRESPONDENT

NORMAN Lamont was fighting for his political life last night as the government announced that it was pulling sterling out of the European exchange-rate mechanism and bowing to pressures for a devaluation.

In a statement outside the Treasury, the Chancellor said that he was convening an urgent meeting of the European Community's monetary committee in Brussels late last night and would be reporting to the cabinet today.

Although Mr Lamont gave no hint of a resignation, the immediate view at Westminster was that he had staked so much political capital on defending sterling's place within the currency grid that his position was untenable after being forced to bow to the will of the markets. Downing Street countered by saying that his future was not in doubt.

After yesterday's hike in interest rates, things could hardly have got worse for the beleaguered Chancellor. But after the pound failed to respond to the strongest medi-

vative chancellor went to the Tory party conference having just raised interest rates to 15 per cent. His reward was to be effectively run out of town and forced to write his conference speech as reporters and cameramen camped outside his home. Three weeks after his 1 per cent rise in base rates, Nigel Lawson was gone.

The precedent will not be lost on Mr Lamont. His forced devaluation threatens a repeat of yet more ancient history. Twenty-five years ago, James Callaghan was moved to the Home Office after losing a long battle to shore up the pound. Mr Lamont will do well to make such a graceful exit.

Mr Lamont, a Shetlander with the fleshy, dark looks of an Italian tenor, was Mr Major's campaign manager in the leadership election. After toiling mightily in the ministerial vineyard, he suddenly found himself in charge of the British economy. Backbench critics whispered about cronyism, pointing enviously to the new prime minister's enthusiasm for rewarding his friends, but such protests were muted as the party closed ranks for the forthcoming election and as MPs chose to give the new team a fair run.

Although the suggestion that Mr Lamont was not up to the job was never far from the surface, he was able to survive a series of forecasting blunders and an anonymous campaign performance in which he virtually disappeared from the nation's television screens.

Nearly two years ago, he was telling the Commons that the recession would be "relatively shallow and short-lived" and, in his Budget last year, he was predicting a recovery "around the middle of the year". The infamous "green shoots" came and went at last year's party conference and by Christmas he was insisting it was "grotesque" to portray him as some "blue-eyed optimist". No wonder that even before the savage rise in loan rates and the subsequent admission of defeat, Tory activists were queuing up to condemn his handling of the economy.

But Mr Lamont has one crucial advantage over Mr Lawson, which could see him through the current mayhem. Mr Lawson resigned because of fundamental policy differences with the prime minister. There is no such fissure in Downing Street today.

Mr Lamont and Mr Major were at one in rejecting devaluation. Now they have found out that Margaret Thatcher was right and that you cannot buck the markets, it will be rough justice if the Chancellor has to go down alone.



Debt repayment: John Major being supported during the Conservative party leadership campaign by David Mellor, far left, and Norman Lamont, right. His two loyal allies have since needed large helpings of reciprocal support from the prime minister

## Clarke the man most likely to succeed Lamont

KENNETH Clarke, the home secretary, is regarded by Tory MPs as the man most likely to succeed Norman Lamont should the Chancellor be ousted by the sterling crisis (Nicholas Wood writes).

Michael Heseltine, President of the Board of Trade, Michael Howard, the environment secretary, Michael Portillo, the Treasury chief

### CONTENDERS

secretary, and John MacGregor, the transport secretary, are also mentioned. Mr Clarke, who held the health and education portfolios before being promoted to the Home Office after the election, has won plaudits for his confident manner and the

way he successfully confronted powerful vested interests.

In the eyes of many backbenchers, Mr Clarke has the personality and intellect to guide the economy through choppy waters, but his strong pro-European instincts make him a debatable choice.

Mr Heseltine, one of the government's leading spokesmen during the present hi-

tus, would offer much the same qualities as Mr Clarke. As one of the cabinet's most decisive figures, he could be expected to impress the markets, but his enthusiasm for Europe would count against him on the right.

Mr Portillo, 39, is the youngest and the most Eurosceptical. His inexperience would count against him but

if Mr Major decided on a break with the ERM he might be best suited to pilot through a new policy. Mr Howard, a more senior figure, would also be happy with a less pro-European policy.

Mr MacGregor, as a former chief secretary, knows his way around the Treasury and is not allied with any particular wing of the party.

## Smith demands Parliament recall

By NICHOLAS WOOD AND ADAM LEBOR IN BERLIN

### LABOUR

JOHN Smith, the Labour leader, demanded a recall of Parliament as the pound fell below its floor in the European exchange rate mechanism yesterday. He renewed his request after he addressed the nineteenth congress of the Socialist International in Berlin.

The rise in interest rates stemmed from a complete failure of government economic policy, he said. The pound's collapse was caused by the fundamental weakness



Smith: complete failure of government policy

of the British economy and not by membership of the exchange rate mechanism.

"We are now clearly in a situation where Parliament should be recalled and I have asked the prime minister. He was wrong to refuse our (previous) request for a recall to discuss foreign affairs and the weakening economic situation in our country. It is vital we get Parliament back."

Mr Smith renewed calls for a recovery package designed to cut unemployment and boost the construction industry.

Government whips were understood to be discussing the Labour request last night against a growing belief that ministers would concede a debate of two or three days next week. Gordon Brown, Labour's trade and industry spokesman, said "black Wednesday" would be "disastrous" for industry, homeowners and the British people. Thousands would be betrayed by a government that had promised cheaper loans only a few months ago.

## Yesterday's men offer mixed advice

### REACTION

FORMER Chancellors who have taken a pounding from currency speculators had conflicting advice for Mr Lamont yesterday (Robert Morgan writes).

Lord Healey, who had to open the nation's books to the International Monetary Fund in 1976, was sharp in condemning government policy. "They should accept the decision of the market which they worship," he said. "They should do what the Bundesbank had been telling them for months — revalue inside the exchange-rate mechanism."

Lord Howe of Aberavon, in whose time as Chancellor the pound fell 25 per cent, told BBC Radio 4 Mr Lamont's move had made plain the government's determination to do whatever was necessary to maintain sterling's value. "It is abso-

lutely right," he said. "There is no magic box outside the ERM which will save us the necessity of taking tough economic decisions."

Lord Callaghan, who presided over the last formal devaluation in 1967, said ministers had underestimated the importance of the dollar trade and the pound was over-valued against the dollar even if not over-valued against some other currencies. It could be Britain was fighting the wrong battle.

Lady Thatcher's favourite anti-EC ministers spared no criticism. Lord Tebbit said that ERM membership had created crisis out of success and Lord Ridley made clear his anger at the government's policy.

"The damage to the Brit-

ish economy, mortgage payers and the jobs market are going to be extremely severe," Lord Ridley said. "I just don't think it is the right policy to clobber the British economy at the bottom of a recession when the only thing we will gain is staying in our band of parity in the ERM for another few days or weeks."

Lord Ridley said that Germany's actions in the interests of its economy were quite understandable. "I don't blame the Germans for doing what they do," he said. "I do blame the British government for trailing along in the ERM with these disastrous consequences."

William Cash, Tory MP for Stafford and an EC critic, said Mr Lamont should con-

sider his position. "We are in a shambolic situation," he said.

The former cabinet minister John Biffen, who wants a looser confederation of European states to include the liberated countries of Eastern Europe and eventually Russia, says in an article to be published in the October *Reader's Digest* that the Treaty of Rome should give way to a Treaty of Warsaw. "Rather than nurturing a powerful bureaucracy and subjecting Europe's citizens to a constant drizzle of rules and regulations, it would save time, money and tempers by allowing member states to govern themselves. It would be a return to a Europe based on national loyalties and national institutions," he says.

Gordon Brown, page 14

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## Prostate cancer survival rate good

By THOMAS STUTTAFORD

CANCER of the prostate, adenocarcinoma, is one of, if not the most, common forms of cancer in men over the age of 65.

The report on President Mitterrand would have to be very much more detailed than that issued before it would be possible to give an accurate estimate of his ability of continuing in active politics. But with some forms of treatment he would be able to continue without his ability being affected.

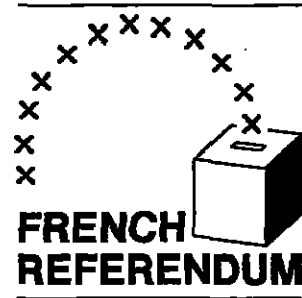
As prostatic tumours are hormone-dependent, depriving the cancer of androgens — the male hormones — either by surgical castration or by anti-androgen drugs, a chemical castration, is usually very effective.

Chances of survival are good. American figures suggest that 65 per cent of patients with a cancer of the prostate amenable to treatment are still alive ten years later. Even so, it is the second most common cause of death in men from malignancy.

Mitterrand has always been thought of as a vigorous man with appeal to women voters. However, it is not only his canvassing ability that might suffer, because to be successful a male politician needs the drive provided by his testosterone.

## Mitterrand's illness may tip poll balance in favour of treaty

FROM CHARLES BREMNER IN PARIS



FRENCH REFERENDUM

GEORGES Clemenceau, the great French statesman, is remembered for saying: "There are two useless things in this world: the prostate and the presidency of the Republic." The saying was recalled yesterday as France and its anxious neighbours came to realise that the humble gland could conceivably decide the fate of Europe.

Opinion on the Maastricht is so evenly divided and volatile that news of President Mitterrand's prostate cancer prompted agreement among politicians, pundits and the man in the street that public sympathy could tip the balance in favour of a "yes" in Sunday's referendum. "This must help Mitterrand," said Jean-Michel Lech, the head of Ifop, one of the polling firms which are privately monitoring the electoral pulse this week. "This cannot help the 'no' vote."

Uncertainty over the future sent the stockmarket down initially and then up again to close higher than Tuesday. Pollsters said opinion was running at about 53 per cent in favour of Maastricht just before word of Mitterrand's illness.

Mitterrand came out of hospital intent on getting back to work and denying that he had even thought about resignation, but he said he would "react to the Maastricht vote within 24 hours of the verdict", a typically ambiguous formulation.

The person of France's remote and increasingly unpopular president has loomed so large over the referendum that the real possibility of his departure after more than 11 years in office — a longer term than any in the history of the republic — sent an electro-shock through an already febrile political world. As a legendary master of timing, Mitterrand was even suspected, in café chatter, of arranging his surprise operation to derail the anti-Maastricht drive to bring him down along with the treaty.

All week, political rallies have been chanting "Mitterrand fous le camp" (Mitterrand get the hell out) as the campaign climax has approached. "Say No to Maastricht and No to Mitterrand," say the posters employing the standard logic of the Fifth Republic in which referendums are treated as votes of confidence. Philippe Séguin and Charles Pasqua, the Gaullist champions of the anti-Maastricht and anti-

Mitterrand campaign, were quick to wish the president well yesterday.

As hard as medical experts explained that prostate cancer was virtually normal and unlikely for a man of nearly 76, it suddenly seems possible that Mitterrand could pack his bags even in the event of a "yes" vote and well before his term expires in 1995. He toyed, in typically enigmatic fashion, with the idea in his bravura television performance the other day, saying that he would draw the right conclusions in the event of a "no" and was also paying attention to those who thought a "yes" might be a good time for him to bow out. Those remarks were widely put down to an attempt to glean electoral profit from a deliberately ambivalent position. Speculation intensified on Wednesday after Dominique Strauss-Kahn, the industry minister, said that Mitterrand "might consider his job done" after a "yes", a statement he immediately withdrew.

It is widely agreed that Mitterrand, a man obsessed with history and very anxious about his place in it, could consider the endorsement of Maastricht an appropriate final act in a career which has spanned half a century.

European unity became the cornerstone of his second term, won in 1988. Little else has gone well as an increasingly serene and sphinx-like Mitterrand has suffered



Returning to the fight: M Mitterrand waving to well-wishers as he leaves hospital after prostate surgery

from the economic gloom and mounting social malaise at home and has repeatedly been overtaken by events abroad. He misjudged the imminence of German unification in 1989, faltered in the Gulf conflict and failed, at first, to grasp the significance of last year's Moscow coup. These were all seen as evidence that

he was losing his famed machiavellian touch. His decision last June to hold a referendum was initially admired as a cunning tactic to split the domestic opposition, but it is now seen, even by his friends, as a grave error because it has undermined the semi-federal Europe he is aiming for and has unleashed passions which threaten to transform the French political world.

However those who know the president find it hard to imagine that he would walk away in defeat after a rejection of Maastricht. In a phoenix-like political career, which has included such disasters as involvement in a fake assassina-

tion attempt against himself in 1958, Mitterrand has always placed great weight in his cherished saying: "We must let time do its work." Even ailing and nearing the start of his ninth decade, Mitterrand is quite likely to stick it out, aiming for some final flourish which would allow him to retire with grace. Some are speculating that he could hold a second referendum on the question of cutting the seven-year term designed for General de Gaulle to five years. A "yes" would then allow him to depart, his term legally completed, ahead of parliamentary elections next March. These are still expected to bring

heavy defeat for the Socialist party which Mitterrand founded.

In recent months, Mitterrand has often mused on his efforts to stay healthy and "keep the machine working". His regime includes no smoking, little drinking and abstemious eating on his regular visits to his favourite Paris restaurants for dinner with friends. He also insists on a daily stroll around the streets, usually after lunch, and plays golf come rain or shine every Monday at St Cloud. West of the city, Mitterrand said he believed his disease amounted to "an honourable combat which one conducts with oneself".

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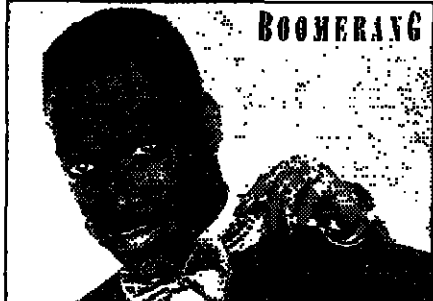
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## Le Pen pours vitriol on the 'dreamers' who back union

By CHARLES BREMNER

A HOST of ancient shades flit through the darkness of the giant Zenith hall as the choir crescendos, a forest of martial tricolours are brandished in harsh spotlights and 6,000 believers chant their devotion to their leader, Jean-Marie Le Pen.

Built like a refrigerator and equipped with a formidable stage presence, the chief of the National Front party was in fine vitriolic form on Tuesday night as he whipped his flock into patriotic fury against Europe, foreigners and what his party sees as the internal enemy hell-bent on destroying France.

"We are the pariahs of the republic, shunned, vilified, scorned, slandered," he bellowed, strutting the stage bathed in rock star lighting, and dwarfed by a giant

tricolour "No" behind him. A conspiracy of "baleful dreamers", a cast that includes the Mitterrand administration and a treacherous right-wing opposition, wants to deny France its heritage and destroy the love of men and women for the land of their fathers with Maastricht as their chosen weapon.

With a two-hour tirade, delivered with the modulation of a brilliant demagogue, M Le Pen demonstrated how he has managed to harness his cause to the wave of fear and anxiety about national identity which has crystallised around Maastricht. His party, which received one in seven votes in regional elections this year, is voicing sentiments you can hear in many cafes and around kitchen tables in France as the

referendum approaches. This holds that it is time to defend the nation.

Draped in a sulphurous rhetoric that smacks of earlier times, M Le Pen's creed, that Maastricht means a flood of immigration, crime and French subjugation, is the very raw version of the one expressed with nuance by Philippe de Villiers and Charles Pasqua, the new terrors of the mainstream right. For many on the "no" side, a force which encompasses communists and the far right as well as left-wing and right-wing Gaullists, the Maastricht referendum is a chance to say "enough" to the global village, to Japanese imports, American bullying, German arrogance and immigration from a host of Third World countries.

## Stockholm raises rate to 500%

FROM DAVID BARTAL IN STOCKHOLM

THE Riksbank, Sweden's central bank, staged a last-ditch effort yesterday to protect the country's currency from devaluation by raising the marginal interest rate from 75 per cent to an unprecedented 500 per cent.

Bengt Dennis, the Riksbank governor, said in a press conference late last night that the krona still stands fast against pressure from speculators. "This is not an interest rate level that will be long lasting, but if the speculators win, that will have long-lasting negative effects on the economy. The Swedish krona will hold its course. Mr Dennis said.

For the most part, Mr Dennis's brave words fell on deaf ears in Stockholm and abroad. According to Peter Lawrence, Scandinavian specialist at Robert Fleming Securities in London, the Swedish interest rate rise means "a devaluation is probably on the cards and it looks like the UK will do the same. The market has got the scent of blood and, having sniffed it, they are going for it," he said.

Last night, government and opposition leaders met to discuss austerity measures.

## Pledge on budget fails to rally lira

FROM JOHN PHILLIPS IN ROME

ITALY

THE lira slammed into its new ERM floor against the mark yesterday in spite of a pledge by Giuliano Amato, the prime minister, to freeze government spending at present levels to curtail the budget deficit.

The Bank of Italy sold DM1.16 billion, more than \$120 million and 156 million euros to defend the ailing currency, but it was traded unofficially at about 820 lire to the mark, the floor set for the lira when it was devalued on Monday by 7 per cent. Earlier, the official fixing on the Milan foreign exchange was 814.50 lire.

The central bank denied rumours that Italy was about to withdraw the lira from the exchange-rate mechanism. Share values on the Milan stock exchange tumbled by 8.6 per cent as small investors sold frantically because of fears that Italy is approaching a financial crisis as the French referendum approaches.

The senate approved a law mandating the four-party government to slash spending on pensions, health and public employment and to proceed with a local government levy on property. A senate vote on the endorsement of the Maastricht treaty was delayed and not expected to be passed before today, parliamentary sources said.

Signor Amato told the chamber of deputies that the

budget deficit must fall by at least 30 trillion lire (£13 billion). "If we need to hold expenditure at the level of this year to achieve this — something that has never been done before — that is what we will do," the Socialist prime minister said. He added that a tough new budget for next year would be unveiled after a cabinet meeting today. There is widespread speculation that the government may use the existing decree law system to introduce immediate spending cuts, including a 4 per cent income tax increase.

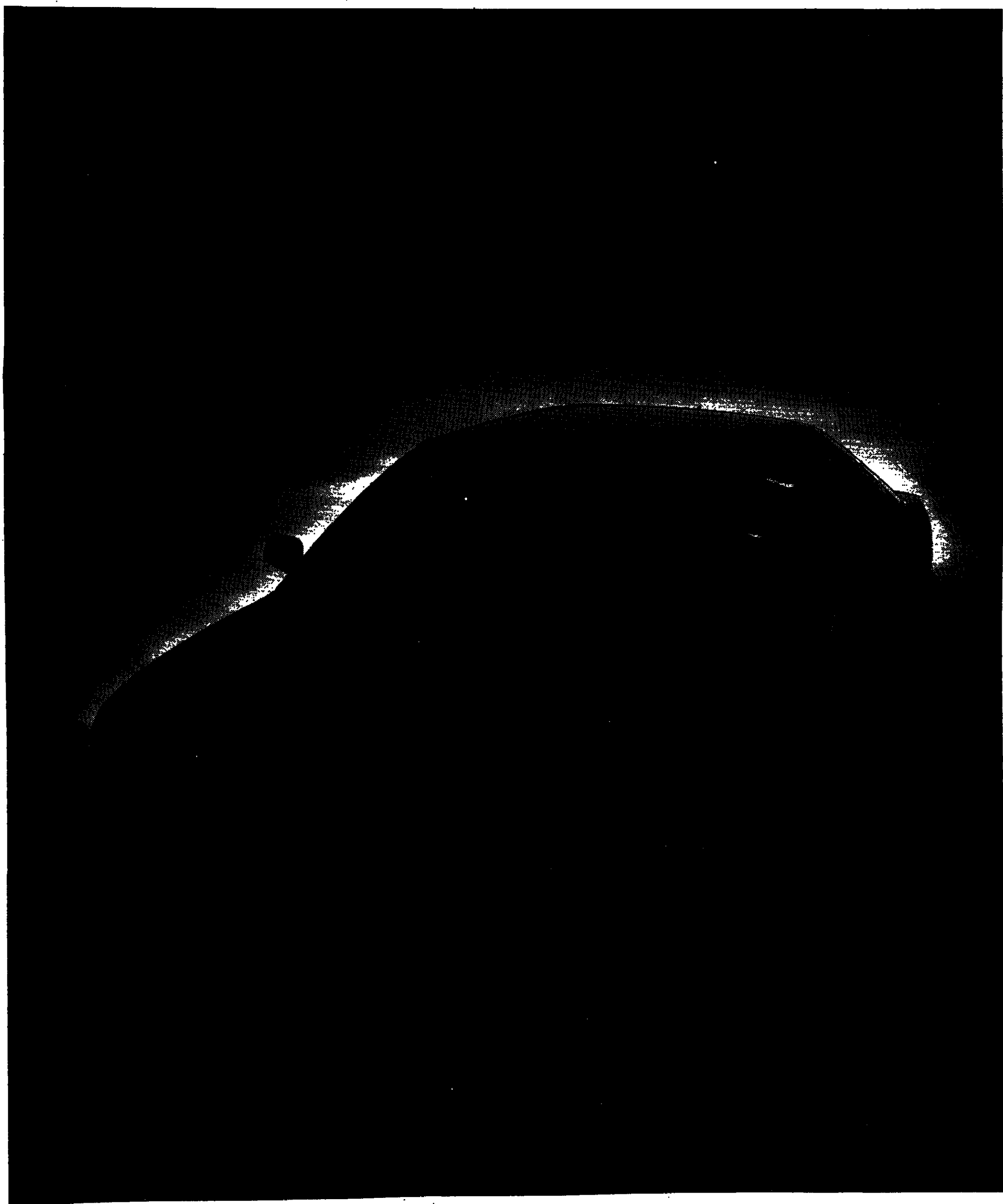
Signor Amato also restated his plea for parliament to grant him emergency powers to intervene in the economy without parliamentary approval. He said he was willing to modify the request to ensure that it was constitutional, but again legislators responded coolly to the proposal.

An opinion poll for *Europeo* magazine yesterday indicated that more than 80 per cent of Italians believe the government of Socialists, Christian Democrats, Social Democrats and Liberals "does not work or is doing little". In all, 51 per cent said that Signor Amato had failed to do enough; 61 per cent said that Italy's economic crisis was unstoppable and 55 per cent thought their living standards would fall.



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Newspaper defends report on PLO daughter's hospitality

## Editor says Mellor will face questions over accepting gifts

By TIM JONES

A NEWSPAPER editor yesterday told the High Court that he understood that David Mellor, the heritage secretary, is to be asked whether he broke guidelines on gifts and hospitality to ministers.

Richard Stott made his comment when questioned about a report in *The People*, when he was its editor, about a family holiday that Mr Mellor, when arts minister, took with Mona Bauwens, whose father is prominent in the Palestine Liberation Organisation. Immediately after they began the holiday, largely paid for by Mrs Bauwens, Iraq invaded Kuwait.

Mr Stott, now editor of the

*Daily Mirror*, repeatedly denied that the story in *The People* in September 1990 was meant to embarrass Mrs Bauwens. He said that it was aimed at questioning the wisdom of a minister taking a holiday in Spain with Mrs Bauwens at a time of "grave national crisis" when the PLO was supporting Saddam Hussein, who was holding 4,000 Britons hostage.

Mr Stott said that when *The People* published the article he did not know that the holiday for Mr Mellor and his wife and two children had been paid for by Mrs Bauwens.

He said: "For a minister to have his travelling expenses

and that of his family, paid for by somebody else certainly is something worth commenting on, particularly as ministers have a rule book whereby they have to declare any form of gift. Obviously it is done to protect the ministers from any suggestion of impropriety."

Mr Stott added: "We would obviously have asked, if we had known, whether Mr Mellor had declared that gift."

Mrs Bauwens, suing for libel, seeks damages from Mirror Group Newspapers, publisher of *The People*, claiming that the article branded her a social leper.

George Carman, QC, the defence counsel, asked Mr

Stott: "Immediately after the publication of the article and up to the time of today's hearing, has any person on behalf of Mr Mellor communicated with the newspaper to say his holiday arrangements had been approved of by any other government minister?"

Mr Stott: "No."

Mr Stott said he was not aware of any complaint to the Press Council or to the Press Complaints Commission from Mr Mellor or Mrs Bauwens's father, Jawid al-Husseini.

Questioned by Richard Hartley, QC, for Mrs Bauwens, Mr Stott said that he understood that the prime minister, was to be asked whether Mr Mellor had declared his holiday under rules governing what gifts and hospitality ministers may receive.

Mr Hartley: "What has that got to do with Mrs Bauwens?"

Mr Stott: "She paid for the holiday and the villa. It is a criticism of Mr Mellor..."

Mr Hartley: "Another move today of prejudice and nastiness to reduce damages."

Mr Stott, who argued that the story was in the public interest, said: "If you don't believe it is interesting for a government minister to have his holiday paid for by someone else, you are living in the wrong country."

The case continues today.



Stiff upper lip: Ehecatl, one of 125 works of pre-Columbian sculpture and pottery in the Art of Ancient Mexico exhibition, which opens today at the Hayward Gallery on London's South Bank

## NEWS IN BRIEF

### Patten tells teachers to expect lower rises

John Patten, the education secretary, yesterday signalled the government's determination to force down the level of settlements awarded by pay review bodies, which now cover a quarter of public employees (John O'Leary writes).

Mr Patten, in an uncompromising submission to the School Teachers' Pay Review Body, demanded that recent falls in the level of settlements be continued to match conditions in the private sector. The review bodies' record over 12 years showed higher increases than elsewhere in the economy, he said. Borrowing a passage from last year's submission, he added: "The government's firm monetary policy will not allow excessive pay settlements to feed through to higher inflation, nor, within the discipline of the ERM, is there any prospect of employers being bailed out by a lower exchange rate."

Teachers' unions have agreed claims of up to 16.5 per cent increase in order to make progress on performance-related pay. He intends to make a more detailed submission in the next few weeks, outlining plans for a simplified salary structure in schools.

Mr Patten also said that teachers acting as students' "mentors" when responsibility for training shifts to the schools will not necessarily be given more money. Governors will have to decide whether to award extra allowances. David Hart, general secretary of the National Association of Head Teachers, said: "This is another cynical and blatant attempt to foist on teachers further responsibilities without due reward. It is difficult to see teachers volunteering to be mentors under these conditions."

### Police officers bailed

Two police officers appeared in court yesterday charged with attempting to pervert the course of justice. PC Christopher Lane, 27, and WPC Elizabeth Lumber, 25, both based at Paddington Green police station, west London, are accused of giving a false report about the circumstances of an arrest. PC Lane is also accused of assault. Summonses were issued against them after a man was arrested for threatening behaviour in the West End last October. He was later acquitted. The accused remained silent throughout the two-minute hearing before Bow Street magistrates, central London. They were granted unconditional bail until Wednesday.

### Contract 'grand prix'

Two companies found themselves in a real contract race over a £15,000 order. Instead of putting in tenders, they had to take part in a go-kart challenge with the winner getting the order. The race was organised by Wimmers Plant Hire in Reading, Berkshire, when it could not decide who should get their order for a new excavator. An indoor go-kart track was hired for the race between Pel-Job UK and Leach Lewis, with each team having to include their managing director. Leach Lewis crossed the line first, winning the race and the contract. Michael Bradbury, head of Wimmers Plant Hire, said: "It was very competitive but done with gentlemanly conduct."

### Child expert fined

A child-care expert who admitted importing literature containing photographs of naked male youths was fined £900 with £75 costs yesterday by magistrates at Evesham, Hereford and Worcester. Paul Righton, 66, right, who had worked as a senior consultant for the National Children's Bureau, admitted two charges of importing prohibited material in April and possessing indecent photographs of boys aged under 16. Customs officers at Dover, Kent, had intercepted packages addressed to Righton, who has also worked at the Open University and at the National Institute for Social Work. Officers found more paedophile magazines at Righton's home.



### Fischer in control

Bobby Fischer scored a brilliant victory in 21 moves last night in game nine of his self-styled "world chess championship" match against Boris Spassky on the Montenegrin island of Sveti Stefan. Fischer moves into a convincing 4-2 lead with three draws. Spectators said that Spassky looked exhausted when he resigned on the 21st move. Fischer now appears to be in full control of the match. He has won three games in a row and the ninth game was the shortest ever lost in Spassky's distinguished career. The winner is the first man to reach ten victories. Fischer played white in the ninth game. His sacrifice of a knight in the 19th move was the key to the game.

### Tribunal awards plea

Big rises are needed to restore the value of awards made by industrial tribunals to sacked employees and others claiming racial or sexual discrimination, a Law Society committee said yesterday. Anyone earning more than £205 a week who is made redundant or unfairly dismissed will not receive compensation based on the amount they earn above that figure. The society's employment law committee said that maximum limits should be removed but, if they remained, they should be realistic.

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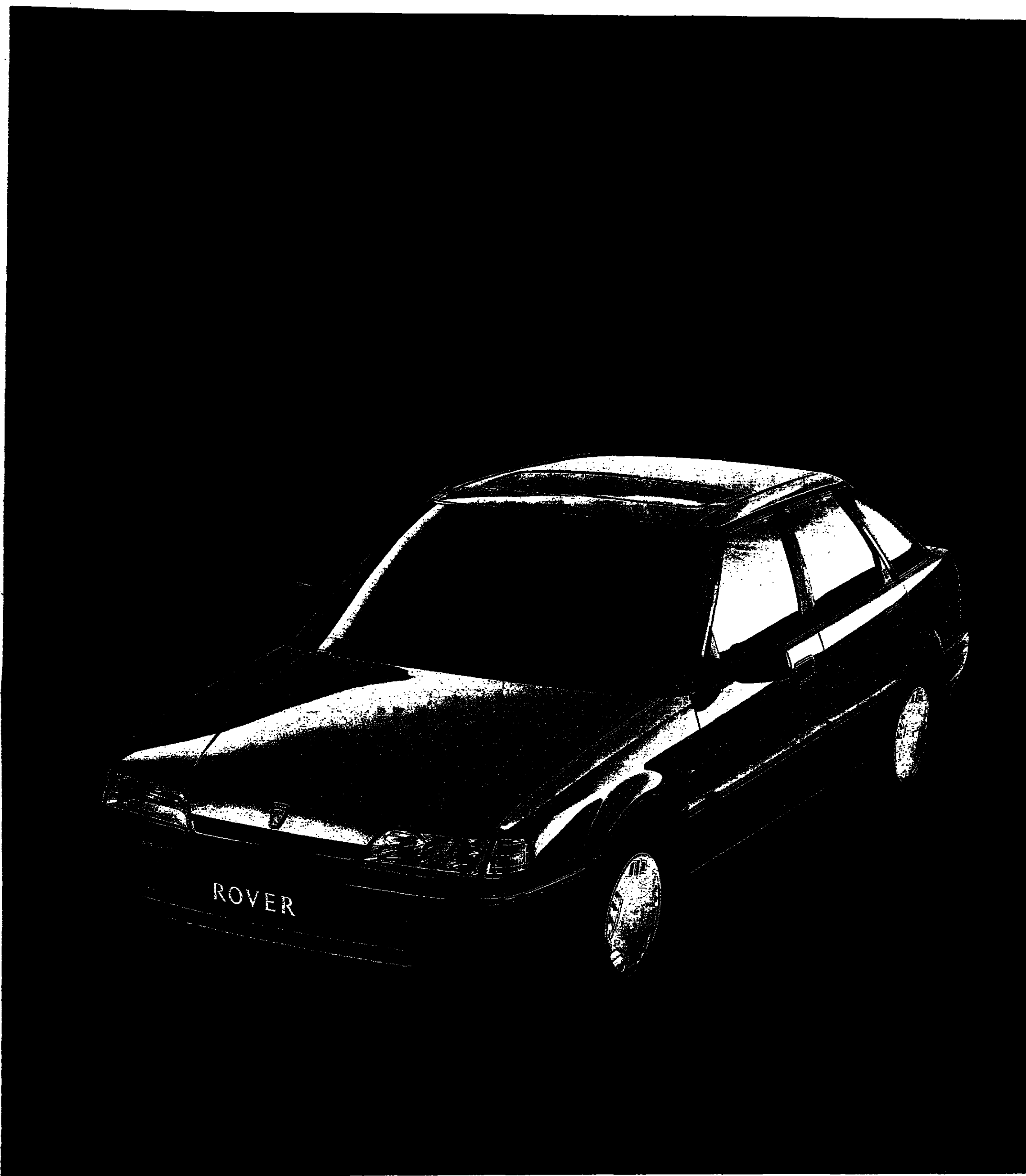
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## Mice breakthrough raises hope for cystic fibrosis cure

By Nick Nuttall, Technology Correspondent

THE search for a cure for cystic fibrosis has been given a boost by British scientists who have developed genetically engineered mice suffering from the disease.

The mice, produced by a technique known as gene targeting, open the way for testing new drugs and "gene therapies" in which copies of healthy human genes are sprayed or injected into afflicted parts of the body to produce missing proteins. The development gives hope to the victims of one of the western world's most distressing diseases. There are 6,000 sufferers in the United Kingdom alone.

The modification and successful breeding of the animals is being hailed as a breakthrough for the British research team, which is based at the Medical Research Council's human genetics unit in Edinburgh.

At least three groups of scientists have been racing to devise an animal model for cystic fibrosis — a disease linked with a fault in the mechanism that transports salt across cell membranes — so that treatments can be improved and new ones tested. The main treatment at present involves antibiotics.

The British effort, details of which are published in the journal *Nature*, appeared to have been pipped at the post when in August scientists at the University of North Carolina announced in the journal *Science* that they had genetically modified a mouse.

However, it has emerged that the animals are far from satisfactory. Some bred with

the modified gene have none of the disease's classic symptoms including the build up of thick clogging mucus in the lungs, damaged digestive systems and abnormal male gonads. Others have the symptoms but they are too severe.

In addition many of the American team's animals are dying at birth with few living beyond weaning. The British mice, in contrast, are starting to show all the classic abnormalities linked with the disease, mirroring very closely those seen in humans, as well as surviving in large numbers.

The work has been led by David Porteous in collaboration with colleagues including Julia Dorin of the Cystic Fibrosis Trust in London.

The modified gene was made by inserting into it a piece of DNA that blocks the gene's ability to make a key protein. It is the absence of this protein which triggers cystic fibrosis.

Over recent months there has been growing concern over the patenting of genetically modified life forms, a move being pioneered by American researchers.

The development of the Edinburgh mouse should ensure that British cystic fibrosis research can proceed without depending on overseas animals. Dr Martin Scott, of the Cystic Fibrosis Trust, said that the superior characteristics of the mice should also lead to a strong demand for the animals from overseas researchers keen to test their own treatments.

□ American researchers have

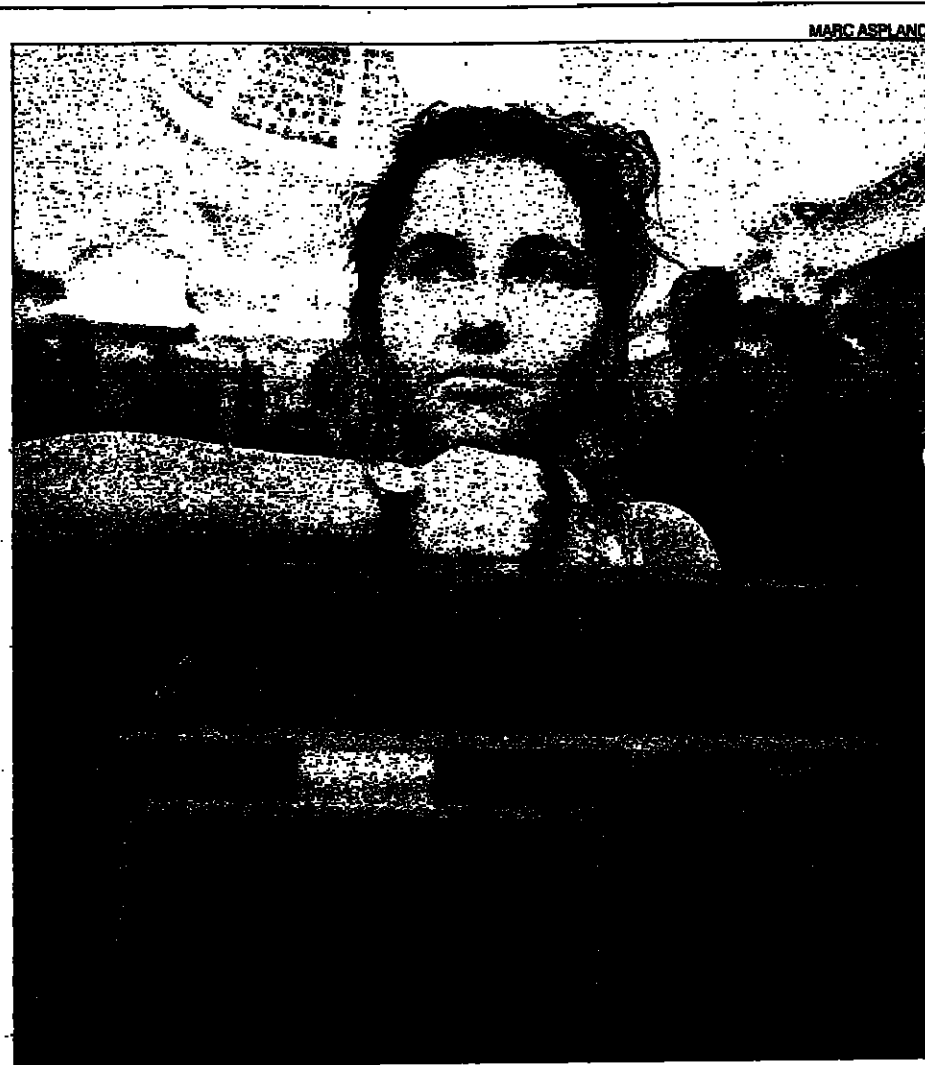
pinpointed a mutation on a gene which appears to cause cancer of the colon. The gene, which is called APC, normally protects against the development of tumours by helping to stop unwanted cell division.

The researchers, based at the John Hopkins Oncology Centre in Baltimore, Maryland, discovered the mutation after screening a large number of tumours in the early stage of development.

The researchers believe that the findings could help the development of drug therapies for the disease.

Meanwhile scientists at the Baylor College of Medicine, Houston, Texas, claim to have identified a mutation in another gene which appears to be responsible for a kidney disorder, inherited in newborn boys from their mothers, called congenital nephrogenic diabetes insipidus.

The scientists report in *Nature* that the disease interferes with the kidneys' ability to take up water prior to urine excretion.



Measured success: Caroline Gledhill, 19, of Ringwood, Hampshire, the first female winner of the Young Engineer of Britain award, with her invention yesterday. It increases the precision of high-speed industrial tape recorders

## Mirror man loses dismissal claim

By Peter Victor

NICK Davies, the *Daily Mirror's* former foreign editor, yesterday lost his claim for unfair dismissal at a London industrial tribunal, which said that Richard Stott, the newspaper's editor, had "sufficient reason" to sack him.

Earlier, Mr Davies told the tribunal that Robert Maxwell, the *Mirror's* publisher, had promised him that his job was safe although the newspaper had sacked him for lying. Maxwell, in New York, had said that he would "sort everything out" on his return to London, but had died before he could do so.

The hearing was earlier told by Mr Stott that Maxwell had reluctantly agreed to the sacking because Mr Davies, 55, of Peckham, south London, had put the newspaper's credibility at risk when exposed as a liar.

Mr Davies, accused of associating with the American arms dealer Ben Kaufman by the author Seymour Hersh, had denied visiting Mr Kaufman's home in Ohio, but a rival newspaper published a photograph of him there.

Mr Davies told the tribunal that the allegations had been known to Maxwell a year earlier, but his American lawyers had found them to be groundless. He could not understand the aggressive man-

ner in which he was questioned about the affair by Mr Stott and his reaction when he had mistakenly said that he had not been in America in 1985.

Mr Stott and Joe Haines, then *Daily Mirror* political editor, overreacted when a rival newspaper published the photograph, Mr Davies said. "The reason for my dismissal was not that I lied, but because these two senior *Mirror* men were afraid that evidence would be produced that I had dealt in arms," he said. They had been acting "like a lynch-mob", Mr Davies added. "I do believe they believed other skeletons would emerge from the cupboard," he said.

Mr Davies said that the trip he made to the United States but had forgotten — to Ohio to see the Amish people featured in the film *Witness* — came just after his wife, the actress Janet Fielding, had left him. He later realised that he had wiped the memory from his mind because he wanted to put his broken marriage behind him.

Mr Davies said that the photograph had finally jogged his memory. He had met a couple in a small, remote corner-store, but thought that they could not possibly be international arms dealers.

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### NEWS

## Consultants 'should be abolished'

Hospital consultants should be abolished and replaced with a new grade of hospital "specialists" whose training would be shorter, a report says today. The aim is to increase the number of senior doctors in the NHS (Jeremy Laurance writes).

The National Association of Health Authorities and Trusts says doctors should qualify as specialists at an average age of 31, seven years earlier than the average age of appointment as a consultant. Boosting the number of senior doctors would allow them to deal with most emergencies and routine cases rather than leaving juniors to cope with work that may be beyond their capabilities, it says.

"Our aim is that the present ratio of two junior doctors to one senior should go down closer to one to one," the association said. After 10 to 15 years as specialists, some would be promoted to senior specialists who would head departments and take charge of training. The government is reviewing training after EC pressure to bring UK training into line with EC law.

### Victim buried

Helen Gorrie, 15, who was found strangled on a shrub-lined footpath by wedding guests at Horndean, on August 1, was buried yesterday at All Saints' church, Catherington, in Hampshire. Her murderer has not been found.

### Early delivery

A couple expecting a baby took another delivery yesterday — a pools cheque for £1,120,705.10. Graham and Diane Barlow, of Blaby, Leicestershire, share the Littlewoods cheque with Graham's father, Arthur.

### End of the line

A man who absconded from open prison in 1978 is back behind bars after parking on a double yellow line. Alan Model, 35, was arrested when the officer who gave him the parking ticket in Ringwood, Hampshire, ran a check on the vehicle.

### Cow crash

A woman aged 80 and her daughter, 40, are in hospital with whiplash injuries after two cows leapt over a 6ft hedge onto their car and fled across fields in Llandello, Dyfed.

### Bog boy better

Matthew Davies, 11, who was trapped in a peat bog for three days, was released from hospital in Powys yesterday.



## The otter makes a comeback

By Michael Hornsby, Agriculture Correspondent

OTTERS are making a slow comeback after being driven towards extinction by intensive farming and industrial pollution.

Pat Morris, a zoologist at London University, told a conference of nature conservationists in Cambridge that the otter's survival could provide a model for the management of other endangered species. But other speakers said that otters were still at risk from commercial fishing, chemical contamination, loss of the riverside vegetation in which they make their holts and the growing volume of traffic on country roads.

In the 1920s, when Henry Williamson wrote *Tarka the Otter*, the Eurasian or common otter (*Lutra lutra*) was widespread throughout Britain. Today it is confined to Scotland, the West Country, Wales and Northumbria, killed off largely by the introduction of the pesticide dieldrin, which has since been phased out.

A programme of reintroducing captive-bred otters to southeast England after wild animals had disappeared was launched by the Otter Trust in 1983. Philip Wayre, the conference chairman, said that 19 males and 25 females had been released in East Anglia, Dorset, Wiltshire and Hertfordshire. They were known to have given birth to at least 27 cubs.

Don Jeffries, a mammal specialist, said that recovery was threatened by lobster creels and the funnel-like fyke nets used by eel fishermen, particularly in eastern England, where otters were scarce. "We have developed net guards that allow eels in but keep otters out, and 10,000 of these have been distributed free to eel fishermen," he said.



Huge dose of heroin was used to ease pain

## Patient's agony put doctor in dilemma

By Bill Frost

A HOSPITAL consultant accused of attempting to murder an elderly patient gave her a huge dose of heroin to relieve her pain and to allow her to hold her son's hand as she died. Winchester Crown Court was told yesterday.

Nigel Cox, 47, a rheumatologist at the Royal Hampshire County Hospital, gave Lillian Boyes, 70, the drug to relieve the pain caused by anyone touching her. David Blake, professor of rheumatology at the Royal London Hospital, told the court. He agreed that such a high dose could have shortened her life, but added: "There are worse things than death."

Dr Cox denies attempting to murder Mrs Boyes after she begged him to cut short her agony. The jury has been told that Mrs Boyes, who was suffering from rheumatoid arthritis complicated by body sores, anaemia and gastric ulcers, died in August last year after being injected with potassium chloride when the heroin failed to relieve her suffering.

Allan Dixon, a fellow of the Royal College of Physicians,

told the court that the medical profession was pressed against a "razor's edge" as a result of the present laws on treating the terminally ill. "We are allowed to give drugs to relieve pain even if that shortens life. However, we are not allowed to shorten life even if that relieves pain."

Asked by the defence if he would have administered potassium chloride had he been in Dr Cox's predicament, Dr Dixon replied: "I can only hope I would have had the courage to do so and would have been ashamed of myself if I had not."

Professor Blake said that Dr Cox faced an extreme problem in treating Mrs Boyes during her last days. "The range of available analgesics would amplify her perception of pain. This is a terrible dilemma for a doctor."

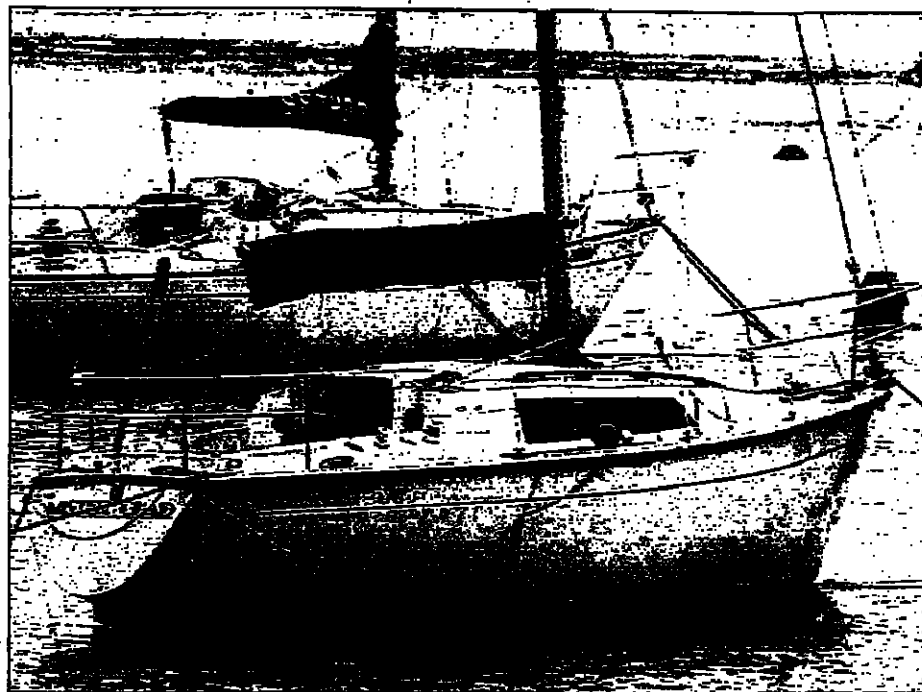
Most unusually, large doses of heroin had failed to ease her pain. She had screamed in agony if touched, or if nurses attempted to move her. Professor Blake said: "It is known in very rare circumstances that diamorphine [heroin] might

fail us. Fortunately, it has never been my experience to witness such a spectacle."

Sydney Kentridge, QC, opening the defence case on the fifth day of the trial, said that he would not be calling his client to the witness box. Dr Cox had been very distressed by the case and had undergone the ordeal of being arrested and charged with the attempted murder of a patient who had become a friend. "I have advised Dr Cox he should not subject himself to the further ordeal of being cross-examined."

The defence told the jury that it could not convict Dr Cox unless it was sure that his primary intent in administering the injection was not to alleviate suffering but to kill. "Nobody had the right, even with a patient's consent, to shorten life," Mr Kentridge said.

"Nonetheless, there are some circumstances where the law does not take an absolute position. In some cases, the law is tempered with necessary humanity and common sense."



Vice Admiral Sir Alan Grose, the 28ft yacht *Mister Chad* and its owner, Trevor Bardwell-Jones, who is suing for £1,299 damages

## Weekend sailor engages admiral in court battle

By Joe Joseph

A WEEKEND sailor is suing Vice Admiral Sir Alan Grose, the Navy's senior commander in the South West, for damage to his yacht, *Trevor Bardwell-Jones* claims that the yacht was thrown against the quay when Sir Alan sped past in his barge, taking VIP guests on a river tour.

Mr Bardwell-Jones, a finance company manager from Cornwall, issued a county court writ yesterday seeking £1,299 damages after the defence ministry rejected an earlier claim.

He says that the admiral's barge chugged past his 28ft, four-ton yacht *Mister Chad*

in June. The yacht was moored on the Tamar at Town Quay, Saltash.

Mr Bardwell-Jones, who is rear commodore of Saltash Sailing Club, said yesterday: "I believe the barge was going at between 13 and 15 knots but the real problem was the wash. I cast off

immediately and chased it up the river but it had vanished. When I telephoned the river police to report the incident there was a stunned silence and then they told me who owned it."

Sir Alan apologised by letter but said his official barge had kept within the

speed limit of 10 knots and slowed down when passing other boats. He asked Mr Bardwell-Jones to submit a claim to the ministry.

Mr Bardwell-Jones said: "What got my goat is that the admiral told me to send in a claim and then the MoD rejected it."

## Local press opposes privacy law

By Melinda Wittstock  
Media Correspondent

REGIONAL and local newspapers urged the government yesterday not to curb press freedom with the introduction of criminal offences to combat invasions of privacy.

The Newspaper Society, which represents the regional press, said such a law aimed at only journalists would be not only unworkable and undemocratic but also a review of other organisations which intervene in people's lives.

Consideration of new criminal laws to restrict journalists' ability to take photographs or get interviews would have to be preceded by a wider debate, focusing also on the role of government agencies, the police, security services and others who conduct investigations, inspections and inquiries, the society said.

In a written submission to Sir David Calcutt, QC, who is conducting a second government enquiry into press conduct, the society said a system for licensing journalists and publications would be the inevitable result of a law applicable to only the print media. "In the end it would surely not be acceptable to restrict the freedom of expression of an author of an article in a newspaper to a greater extent than an author of a book or than a politician in an election pamphlet or on a soap box or than an academic in a learned journal," it said.

Dugal Nisbet-Smith, the society's director, said the regional press was perturbed that MPs were using press disclosures about politicians and the royal family to call for legislation. He criticised Sir David for consulting only 10 regional newspapers when he had requested submissions from all national newspapers.

## 'Car race' crash left five dead

A HIGH-speed race between two drivers caused the deaths of five young people when one of the cars crashed into a play area, it was alleged yesterday.

Gloucester Crown Court was told that a Ford Escort, driven by Shaun Gooch at 80mph in a 40mph area, went out of control and crashed into a group at a roadside bench in Swindon, Wiltshire. Mr Gooch, 25, of Fenhall, Swindon, was thrown clear when his car landed upside down in a garden hedge.

Nigel Pascoe, for the prosecution, said that Mr Gooch had just overtaken an Escort XR3i driven by Anthony Gallagher, 23, of Pinehurst, Swindon, as they raced through the town on September 13 last year. Mr Gallagher was overtaking another car, travelling below the speed limit, when Mr Gooch's car scraped him as he passed, Mr Pascoe said.

The two men deny causing death by reckless driving. They are each said to have caused the deaths of Ian Lilley, 7, Sheree Lear, 8, Paul Carr, 16, who died at the scene, Paula Barnes, 15, and Belinda Brown, 19, who died later in hospital. All were from Swindon. More than a dozen relatives of the victims listened to the hearing from the public gallery.

Mr Pascoe told the jury that although the accused had both denied that they were racing, the only sensible explanation would be not simply that Mr Gooch was going too fast, but that both were racing.

He said that Mr Gooch had told police that he was travelling between 40 and 50mph just before the accident. He claimed that his foot became stuck and added: "I leaned down to see what it was, and that was it."

## Pilots learn how not to fly off the handle

By Harvey Elliott, Air Correspondent

BRITISH Airways pilots are to be taught the art of getting on with their colleagues because conflict between flight deck crew has been found to cause some of the 70 per cent of air crashes blamed on human error.

BA is sending all its pilots on a three-day course that will include the screening of video films of cockpit conversations just before accidents. Actors will read transcripts from accident investigations.

The pilots will discuss what went wrong and how they would react. They will also fill in a questionnaire about how they see themselves and their colleagues. Pilots' flight simulator performances during their six-monthly tests will be filmed and flight crew will be shown a recording of how they got on with their colleagues.

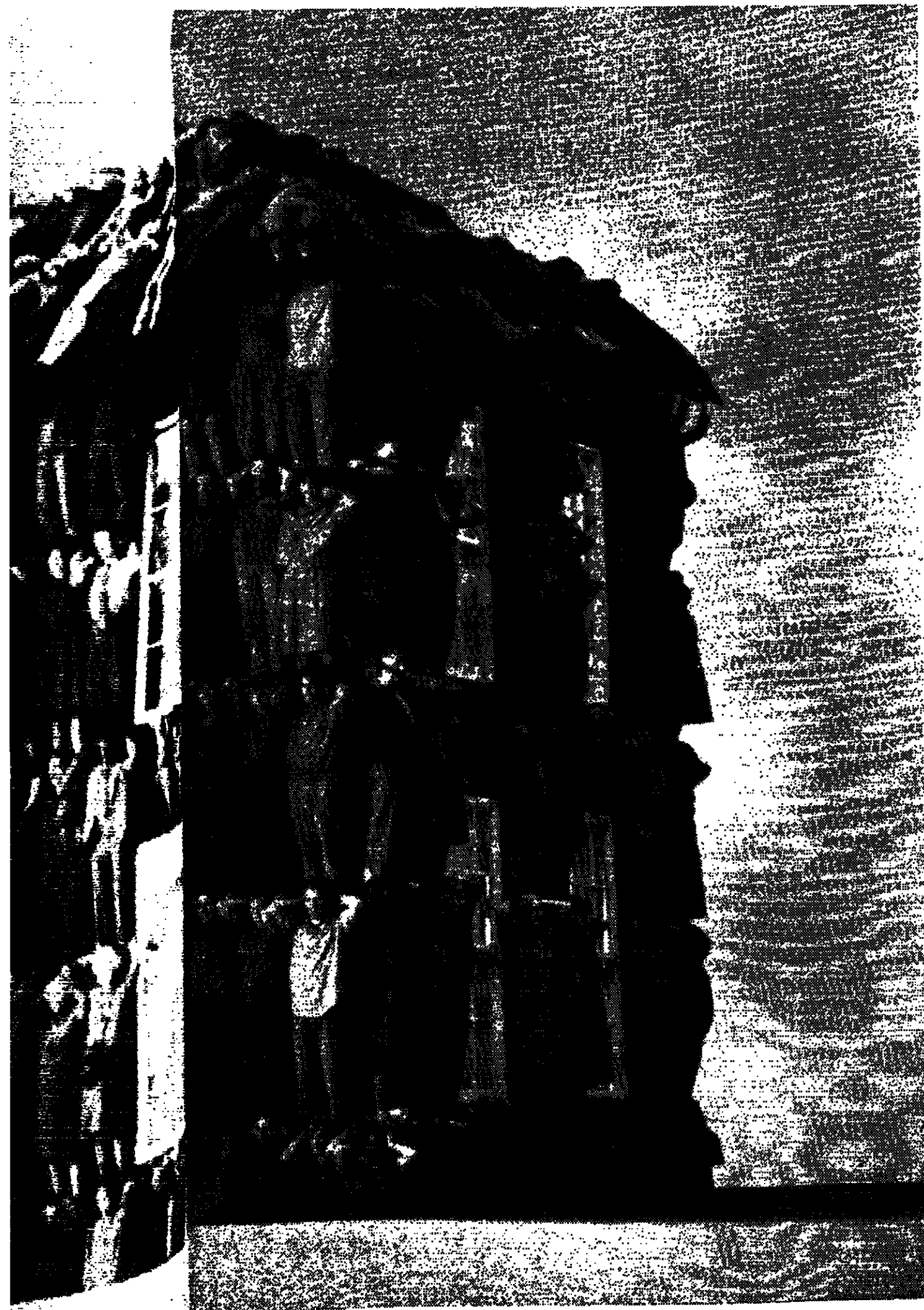
Jock Lowe, the airline's director of flight crew, said: "We have known for many years that as many as 70 per cent of accidents are

caused by what used to be called pilot error. Until now, we simply accepted that but did little about it. "Everyone knew that there were some good crews and others who did not perform well together. Now we are tackling that problem head on, trying to find ways of ensuring that people act differently."

Among problems which have been proved to be potentially dangerous are the one-man band syndrome, in which a senior captain dominates his crew and they become frightened to question his actions, sometimes with disastrous results.

On three-man operations, two senior pilots who have been together for many years sometimes shut out the co-pilot, effectively isolating him from the decision making process. Other captains are so anxious to show they are popular and good communicators that they can be too relaxed and fail to take decisions and give correct orders.

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## Liberal Democrats in Harrogate: both sides claim victory in battle over pact with Labour

### Ashdown gets go-ahead to widen party links

By Robin Oakley, Political Editor

THE conference yesterday turned its back firmly on any question of a formal pact or deal with the Labour party. But after a tangled and passionate debate, delegates passed a motion agreeing that the party should "develop and debate ideas by working with people of all parties and none at all".

Paddy Ashdown's supporters hailed it as an authorisation for him to widen the party's political dialogue on the lines advocated in his controversial Chard speech in May, in which he urged co-operation between anti-Conservative forces.

After intense wrangling behind the scenes in Harrogate, involving the party's MPs and the Association of Liberal Democrat Councillors, Mr Ashdown believes he has won the flexibility to develop links with other political groupings and to take advantage of a developing situation should Labour put itself, as his party describes it, "in a state of grace".

Liz Lynne, the MP for Rochdale and one of the party's sternest opponents of any formal contacts with Labour, expressed equal delight after a tortuous series of votes determining the precise text. She said that the party had agreed to talk to individuals and pressure groups but not to any formal dialogue with Labour.

Many of them admitted the

#### PARTY STRATEGY

success of the Tory election campaign, insisting that a Liberal Democrat vote was a vote for Labour in ensuring their failure to make any breakthrough at the April general election.

Tom McNally, a former Labour MP and a close Ashdown aide, warned them: "If you want PR and if you want the policies you believe in, you have to look for allies." He too was applauded when he said that for Liberal Democrats to remain in office was a betrayal of the British people. It was no use the Liberals gaining control of councils with the aid of soft Tory votes, he said, if the Conservatives remained in power nationally, restricting the freedom of those councils.

Don Foster, the MP for Bath, was cheered when he said: "Paddy has not called for pacts with Labour and will not accept them. You have not called for pacts with Labour and you will not accept them."

But Simon Hughes, the MP for Southwark and Bermondsey, urged the party not to be afraid of talking to others, co-operating with the like-minded as they had done in the 1975 Common Market referendum. They should work with anyone, he suggested, who believed in sustainable change.

Laighton Andrews, from Battersea, said that the people of Britain had been failed in the 1930s because those of progressive views had failed to work together.

After the debate Mr Ashdown said that he was delighted at the outcome, which was a "victory for the party, for reality and especially for party unity". The party now had a clear idea what to do in the future.

### Speakers hound hunting lobby

By Sheila Gunn

Three Liberal Democrat MPs were rebuffed by representatives yesterday for refusing to vote for a bill to ban foxhunting in the last parliament.

The conference toughened up its anti-hunting policy as part of a package of animal protection measures. It firmly rejected pleas by some in country areas not to antagonise voters who object to a commitment to ban hunting with hounds.

Alex Carlile, Menzies Campbell and Alan Beith, all MPs with large rural constituencies, voted against the last bill in defiance of party policy. Although the conference vote put them on notice to abide by the party line, they appeared unrepentant and indicated voting against the next bill, which is expected to be debated in the Commons next year.

Mr Carlile, MP for Montgomery, received little support from the conference for his argument that many people sincerely believed that the abolition of all forms of hunting with hounds is neither in the interests of foxes nor in the wider interests of life in the countryside. "I



Carlile: running for cover as conference delegates ignore pleas of rural MPs

should be much happier if the party was less inclined to attempt to lay down policy on the issue of hunting with hounds. It is so clearly a matter of individual conscience and judgment crossing party lines."

The party's anti-hunting green paper would not save a single fox, he added, as regulated sport would give way to

other forms of control, some potentially very cruel.

Other speakers, including the former RSPCA campaigns officer, Gavin Grant, were cheered for a total commitment to outlaw hunting.

Representatives voted for an amendment, put by Richard Ryder, former chairman of the RSPCA, to strengthen their objections to vivisection.

The policy document calls for an end to non-medical animal experiments. But the conference went further in voting a ban on all experiments on dogs, cats, horses and primates. The approved motion also calls for phasing out intensive farming, such as battery chicken cages, and supported a mandatory dog registration system.

## Conference backs federalist policy

By Sheila Gunn, Political Correspondent

PADDY Ashdown was given the full endorsement of his party to continue his pro-Maastricht, pro-federal Europe policy.

The conference debate was one of the most united, but poorly attended. The motion secured clear of demanding a referendum on the Maastricht treaty as the Liberal Democrat leader has not won universal approval from his supporters for his repeated calls for a national plebiscite before ratification.

The motion, A Citizens' Europe, commits the party to campaigning for a decentralised European federal

al democracy. Opening the debate Philip Goldberg, a member of the policy committee, said the Liberal Democrats, alone of the political parties, were wholly committed to the political development of Europe. They were not held back by the little Englandism of the Conservatives, nor had they undergone the deathbed conversion of Labour.

"We must not, as Liberal Democrats, shy away from positively promoting federalism and explaining that it

means precisely the opposite of a centralist bureaucracy."

Andrew Duff, chairman of the party's eastern region, successfully asked the conference to support the setting up of a European constitutional convention to endorse new EC laws. Although he had a love/hate relationship with the Maastricht treaty, its ratification was now the best way forward for the Community.

From Brussels and Luxembourg, David Grace said that the treaty should not be rejected because of its text. "Do not throw away what little good that Maastricht does because

we would like to see something better," John Goss, from Bournemouth, warned against a strong endorsement of Maastricht as the treaty could be dead by Monday. If the French threw it out, he was sure that something better could be built.

Richard Pitts, a Scottish Liberal Democrat official, believed that ratification of the treaty was vital but wanted a referendum. Graham Watson, Euro candidate for Somerset and West Dorset, urged the prime minister not to appoint Neil Kinnock as an EC commissioner.

Currency crisis, pages 2-4

#### Conference sketch

### Why Europe's big fight passes us by

It has dawned on the vast media menagerie assembled here at Harrogate that we're in the wrong place. Like a large school of pilot whales beached on a sandbank somewhere off the coast of Japan, we are many, we are uneasy and we're stuck.

We stand around outside the conference hall pressing transistor radios to our ears. Will the government survive? Can Europe hold? Within, Liberal Democrats are debating gypsies. While, in the world beyond Harrogate, the European monetary system totters. Lib Dems debate the water industry, animal rights and women's refugees. A giant two-metre chicken struts among them, ducking for the cameras, but there is a sense of disconnection. The caravan has moved on from Harrogate. Even the chicken knows that this is not where it's at.

Have you ever been to one of those dinner parties where people have run out of anything much to say and everyone knows there's something more interesting on television? Thoughts turn to that big match, or episode of *The Golden Girls*... Must we wait for pudding?

Here at Harrogate, we must. Paddy is the pudding, and Paddy speaks today. Norman Lamont is slugging it out with Destiny, and we find ourselves... well, elsewhere.

So the Lib Dem show goes on. Spotty youths mount the rostrum clutching speech-notes. Spokesmen give ill-attended press conferences. Campaigners hand out leaflets. Journalists wine and dine Liberal luminaries, enquiring politely about the debate on "Party Strategy".

Party strategy matters to Mr Ashdown. Naturally. It would be important to any leader. But why discuss it? None of us can understand this. It was a previous

Conservative prime minister who remarked that he would sooner ask the opinion of his valet on any great issue of state, than the opinion of a Tory party conference.

They spent much of yesterday afternoon disputing the question, sometimes ill-temperedly, among themselves. The debate was about whether to approve a motion which, if amended, would make a cautious reference to co-operating with other opposition parties in overthrowing the Tories. 341 Lib Dem delegates think there should be no co-operation. 394 think there should be. We know this because that was the voting on the amendment.

Now, here's a thought. At the start of the conference Mr Ashdown commended to newsmen the concept of "pluralism" in British politics. This, he said, means taking account of all points of view. Well, one delegate has described the resolution as "fudge, mudge and bollocks". Others, yesterday, described it as "wise, necessary and far-sighted". Wouldn't a "pluralistic" outcome be to encapsulate the strategy as wise fudge, necessary mudge and far-sighted bollocks?

Or there is another way. Since there are roughly 735 words in the amended resolution, a "pluralistic" outcome could include about 394 of them and leave out another 341.

Finally, the resolution could simply be appended by the words "This conference is in two minds as to whether". I cannot see any Liberal Democrat justice in completely overruling the 341 dissidents, leaving them with no voice at all in the resolution. Almost half the party is a victim of a first-past-the-post method of choosing words.

MATTHEW PARRIS

## Dublin offers deal on Ulster claims

By Richard Ford, Home Correspondent

TALKS on the future of Northern Ireland resumed yesterday, with Unionist politicians seeking a commitment from Dublin to amend its constitutional claim to the province.

Sir Patrick Mayhew, the Northern Ireland secretary, led the British delegation for the first time when discussions reopened at Stormont. The talks are approaching the crucial point at which articles 2 and 3 of the Irish republic's constitution will be discussed.

The Rev Ian Paisley, leader of the Democratic Unionist Party, has withdrawn from the talks, saying that unless the Irish republic "realistically addresses" its territorial claim to the north, he will not participate further in the talks.

In a paper submitted to the talks, the Irish government outlined its willingness to negotiate its territorial claim to the north, but says change could only occur if there were important concessions from the British government and Unionist parties.

The Irish government is demanding improved and



Mayhew: leading the British delegation

stronger links with Northern Ireland before it is willing to amend Articles 2 and 3 of the constitution, which lay claim to the province.

The paper said: "If, as certain delegations have urged, proposals for constitutional change emerging from the negotiations were to include changes to the Irish constitution, the strength and quality of the link between both parts of Ireland would be one of the most important factors shaping the judgment

of the electorate in this regard".

The Irish government has defended its constitution, bringing criticism from Unionists that it is behaving in an unbending way. Leaks to the media have done nothing to improve the atmosphere.

Ministers in Dublin remain sceptical about whether the Unionists are genuine in wishing to negotiate a lasting and durable settlement, while the Unionist politicians are concerned about the ultimate intentions of the British government and of angering their grassroots by appearing to offer too many concessions.

The talks are expected to move to Dublin next week when, for the first time since the 1920s, leading Unionist

politicians will hold talks on constitutional matters in Dublin. It is not clear whether Mr Paisley and his deputy will travel to Dublin Castle, once the seat of British rule in Ireland, for the talks. The Ulster Unionist party delegation, including its leader James Molyneux, will attend.

A number of barriers that have symbolised the deep divisions between both parts of the Ireland have already come down. By entering the talks, Unionist politicians have accepted, albeit reluctantly, that the south has an interest in the north. They have also negotiated with Irish ministers in Stormont, and on Monday will overcome another barrier by going Dublin.

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### Capping here to stay, Howard tells councils

By Douglas Broome

THE government has no intention of abolishing poll tax capping and will continue to exercise "tough" control over local government spending indefinitely, Michael Howard, the environment secretary said yesterday.

Speaking at the annual conference of the Labour-controlled Association of Metropolitan Authorities in Trafford, Manchester, Mr Howard said that the power to cap council budgets each year was an essential part of the government's anti-inflation strategy.

With the Treasury contributing more than half of the money spent by councils in England and Wales, ministers had a duty to ensure that the money was spent effectively and taxpayers were not overburdened.

To cries of protest, Mr Howard said: "I do not think

that the fight against inflation is the kind of fight which will ever enable any government to sit back and say we have won the battle and we can relax. The moment any government relaxed the battle would start to be lost all over again."

"I do not see a time when central government will be able to lift up its hands and say of council spending, 'let it rip'."

"I see capping having a permanent role as part of the government's efforts to keep public spending under control which forms an essential part of the fight against inflation."

Jeremy Beecham, chairman of the association, said Mr Howard was taking a tougher line on capping than any of his predecessors. "Even Nicholas Ridley said he was philosophically opposed to permanent capping."

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Disillusion sweeps the Golden State

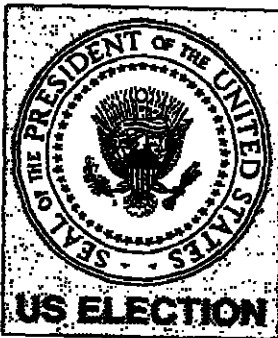
# California deemed a lost cause for Bush

FROM MARTIN FLETCHER IN ORANGE COUNTY, CALIFORNIA

THE Golden State has lost its sheen, and such is California's antipathy to President Bush, the man it holds responsible, that it is no longer a question of whether he can win America's largest state this November, but whether it is even worth him trying.

California has an eighth of all Americans and a fifth of the electoral college votes required for victory. Not since 1880 has a Republican won the White House without it, and not since Lyndon Johnson in 1964 has it backed a Democrat. But so anathema is this status quo president to recession-battered Californians that even Richard Nixon now calls his native state a lost cause that Mr Bush should abandon.

Mr Bush trails Bill Clinton by 21 points in the state but the belly of the beast is Orange



County, the vast suburban sprawl built on citrus groves south of Los Angeles that was the Reagan revolution's staging ground. In 1984 this predominantly white middle-class conglomeration of 2.4 million people gave Mr Reagan a bigger majority than any county in America. In 1988 it provided almost all Mr Bush's 356,000-vote ma-

majority in California over Michael Dukakis. The president requires huge support in Orange County to offset Democratic strongholds in San Francisco and Los Angeles, but even here Mr Clinton is a whisker ahead.

The county has lost 90,000 jobs and 200 factories since 1990. Its defence, aerospace, insurance and property industries are in the doldrums. Where Reagan Democrats once abounded, Clinton Republicans are now ascendant.

At a rally last Sunday in Yorba Linda, Mr Nixon's birthplace, the crowd roared for Mr Reagan but many left during Mr Bush's speech. The conservative Orange County Register has "disendorsed" Mr Bush.

Disillusion extends beyond blue-collar white conservatives and yuppie suburbanites to Kathryn Thompson, Orange County's foremost female Republican and businesswoman who in 1988 contributed \$250,000 (£132,000) to Mr Bush's campaign and party. At two private meetings in the past year she personally accused Mr Bush on the economy but said he barely acknowledged a recession. He was "completely out of touch". The day after Mr Bush's convention speech she publicly defected to Mr Clinton.

In his plush 15th floor executive suite Roger Johnson, chairman of a \$1-billion multinational semiconductor company called Western Digital, said he had begged Mr Bush and his cabinet members to recognise the depth of America's economic problems but "they just plain didn't understand what was going on". A lifelong Republican, Mr Johnson has also endorsed the Arkansas governor.

California has suffered an almost biblical string of disasters for which Mr Bush cannot be held responsible — earthquakes, drought and forest fires, not to mention the Los Angeles riots, a 63-day state budget crisis and the San Francisco Giants' threatened move to Florida. But Californians do blame him for the state's worst slump since the Great Depression.

The antipathy is personal. Mr Bush has never courted Mr Reagan's California and has no Californian cabinet members. He is seen as a "Connecticut Yankee patrician", said Sal Russo, a Sacramento Republican consultant.

Even in 1988, with a healthy economy and Mr Reagan's vigorous campaigning, Mr Bush only scraped home in California with 51 per cent. Most analysts concur with Allan Hoffenblum, a Los Angeles Republican consultant, that "Bush has had it. ... If he turns it around now it would be a major, major upset."

Mr Bush, unlike Mr Clinton, can just about retake the White House without California, but insists he is still fighting to win here. He can hardly say otherwise. To concede the state now would alienate an important source of funds and permit Mr Clinton to redirect millions of dollars to genuine battle-ground states.



Baby talk: President Bush tries to placate a crying infant during a campaign visit to Denver aimed at bolstering his flagging popularity

## Reagan Democrats switch to Clinton

FROM JAMIE DEYTMER IN WASHINGTON

THE electoral coalition the Republicans relied on for their presidential victories in the 1980s is fraying badly and Bill Clinton, riding a wave of economic discontent, is now gaining support from the very voters the Republicans had assumed a few months ago would remain loyal.

According to a survey published yesterday, President Bush's efforts to refocus his campaign and confront economic dissatisfaction have failed to make an impression on the voters. Republican attempts to undermine Mr Clinton, the Democratic candidate, by highlighting inconsistencies in his explanations of why he did not serve in Vietnam have also so far failed on deaf ears. The poll in *The New York Times* seems to confirm the view of some Bush advisers that laying out in more detail a second-term agenda will not be enough. The survey, giving Mr Clinton 49 per cent of the vote and Mr Bush 37 per cent, may trigger an increase in personal attacks by the Republicans on Mr Clinton.

Key groups of voters are defecting to the Democrats, more out of dislike for Mr Bush than fondness for Mr Clinton. The poll shows that "Reagan Democrats", blue-collar workers who switched allegiances, are returning to their political roots: 64 per cent of them are planning to vote for Mr Clinton. He has a 10 per cent lead



Ferraro: hopes for Senate seat fading

among young suburban voters, a group that overwhelmingly backed Mr Bush in 1988. Roman Catholic voters, who will play a key role in the industrial Mid-west, are also going Mr Clinton's way. Mr Clinton's personal ratings did slip slightly in the poll, which is likely to encourage the Bush campaign aides who believe that constantly accusing Mr Clinton of draft-dodging could pay dividends.

Geraldine Ferraro, the Democrats' 1984 vice-presidential candidate, seemed last night to be heading for defeat in a primary to decide who will contest a New York seat in the Senate in November for the party. Robert Abrams, New York's attorney-general, was claiming victory with only votes from a handful of precincts still to be counted.

## Pakistan flood toll surges over 2,000

FROM CHRISTOPHER THOMAS IN MULTAN

MONSOON floodwaters that have devastated northern Pakistan surged southwards yesterday, turning the Indus river into a torrent that laid waste millions of acres of crops and pushed the death toll well above 2,000.

The worst flooding in Pakistan's 45-year history is a shattering blow to the struggling economy. Agriculture is the country's mainstay and it is the prime farmland of Punjab that is bearing the brunt of the damage so far. An inland sea stretched for miles yesterday in the Multan region of southern Punjab, destroying vast areas of wheat that was about to be harvested. Cotton and rice crops were also ruined over a large area.

The army was shoring up barriers protecting a key irrigation system in the southern Punjab region of Panjnad, which is threatened with destruction. Its loss would disrupt agriculture over a large tract of highly productive land. The extent of human tragedy is as yet immeasurable. The figure of 2,000 dead is starting to look like a big underestimate. Around Multan, which has a population of a million, several hundred villages have disappeared. Last night, floodwaters poured into Muzaffargarh, population 50,000, 40 miles south of Multan and 15 miles east of the Indus river. Army officials said that they air-dropped hundreds of soldiers into the area to build barriers to contain the Indus. Military officials said they believed they had saved the city from being swamped.

## Downfall of guerrilla leader may be Fujimori's salvation

FROM BEN MACINTYRE IN LIMA

ABIMAEI Guzmán, the leader of the Sendero Luminoso (Shining Path) Maoist guerrillas of Peru, has long vowed to destroy the presidency of Alberto Fujimori: he may end up saving it.

Since Señor Guzmán's arrest on Saturday together with 14 fellow revolutionaries, President Fujimori's popularity has soared. He has taken full advantage of the windfall, promising that the guerrilla leader will receive the "maximum penalty" (his own preference being the death penalty) within three weeks, and publicising new anti-terrorist

measures, including possible action against suspected Shining Path activists in Britain.

The capture of Señor Guzmán is timely for the president, who closed Peru's courts and Congress in April claiming that government corruption was hampering economic reform and the fight against communists. His tactics dismayed Western supporters, but 80 per cent of Peruvians initially acclaimed the move.

A wave of terrorist attacks in July eroded Señor Fujimori's support, despite the arrest three months ago of Victor Polay, head of Peru's other

guerrilla group, the Cuban-inspired Tupac Amaru Revolutionary Movement. A poll taken just before Señor Guzmán's arrest showed Señor Fujimori's popularity dwindling. Now, with both of his chief adversaries behind bars, the president can claim to be on the way to achieving his stated objective: the elimination of the communist threat by 1995, when his term ends.

On Tuesday the president made public a list of what he says are "international representatives of the Shining Path" in Britain, the United States, France, Germany and other European countries, and said he was looking into extraditing them or withdrawing their citizenship. He named three groups and six people in Britain who, he said, worked for the communist guerrillas. The British embassy in Lima said yesterday that extradition of the individuals was unlikely since no such treaty exists between Britain and Peru. "We've looked into these people," said a spokesman, "and as far as we know they are not breaking the law."

The president declared next Thursday a "flag day" and called on Peruvians to show their happiness at the capture of Señor Guzmán. He said the guerrilla leader would be tried and sentenced by a military court by October 7, leaving 20 days for an appeal to a higher court. "The state will demonstrate that Peru can guarantee law and morality," he said.

Since Señor Guzmán's arrest only one person so far has been killed in terrorist attacks. The police have taken visible pre-emptive action against suspected Shining Path cells. On Tuesday more than 20 suspected terrorists were arrested.

## Submarine sales to Iran worry Arabs and West

FROM CHRISTOPHER WALKER IN CAIRO

BRITAIN, France, America and their main Gulf Arab allies are making urgent preparations to counter the threat of a big change in the balance of Gulf naval power caused by Iran's purchase of three Russian submarines.

Rear Admiral Raynor Taylor, commander of a US fleet of 24 warships in the region, said yesterday that Washington and its Arab allies were concerned about the Islamic republic's stated intention to use the vessels to extend some control over the narrow Strait of Hormuz at the mouth of the Persian Gulf.

He said that Iran would probably deploy the submarines — which Western reports identify as three Kilo-class, 239ft diesel patrol vessels each carrying a crew of 45 and 18 torpedoes — in or just outside the strait, conduit for more

than half the Western world's oil imports.

The admiral said that the three submarines were ready for delivery. "It is common knowledge that the purchase order was in and that they have been constructed and crews have been trained. I think they are ready to be delivered," he said.

Russian officials have said that the Commonwealth of Independent States had not decided whether to honour a Soviet contract for the vessels. Admiral Taylor said that American aircraft and ships were on standby to monitor the new Iranian vessels.

Iran's recent virtual annexation of the contested Gulf island of Abu Musa, which it controlled jointly with the United Arab Emirates under a 1971 accord, has heightened Western and Arab concern.

### NEWS IN BRIEF

## Japan irate over Kurile resort plan

Moscow: Japan has issued a strong protest to Russia over plans to develop one of the disputed Kurile islands, and predicted that the diplomatic chill between the two countries will deepen unless the project is stopped (Anne McElvoy writes).

Koichi Kato, the government spokesman, said yesterday in Tokyo: "There is a problem if Russia begins signing development contracts on territory claimed by Japan." But the regional administration of the islands, based in Sakhalin, said Japan had "no formal reason for protesting against the deal".

It added: "The island of Shikotan is an inalienable part of Russian territory." It also claimed that it had not consulted with Moscow over leasing land for 50 years to a Hong Kong property concern interested in developing the island as a tourist resort.

This is the latest skirmish over the Kuriles dispute following the abrupt cancellation by President Yeltsin of his intended visit to Tokyo last week. Mr Yeltsin has since apologised to Koichi Miyazawa, the Japanese prime minister, but Tokyo is cross since Mr Yeltsin has already rescheduled the second leg of his trip to Seoul for November without raising the subject of a revived Japanese visit.

## Marines sent

Baidara: More than 2,000 US Marines and four ships are heading for the Somali coast to back up UN soldiers being deployed to secure Mogadishu, where disorder threatens aid supplies. The Marines will not disembark.

## Canada steps in

Hong Kong: Liu Yijung and Lin Lin, two Chinese women dissidents refused asylum here and in Britain, have been granted refugee status by Canada. They flew to Vancouver, sparing the colony government a political dilemma.

## Traders afraid

Amman: Iraq's execution of merchants to stop profiteering has backfired, paralysing the private enterprise system that kept sanctions-hit Baghdad stocked with goods. Traders have been frightened off and prices have soared. (Reuters)

## Rebels defiant

Harare: Despite an appeal by aid agencies for food lorries to be allowed into central Mozambique, the rebel Renamo movement is insisting that only routes that it approves may be used.

## Checks denied

Seoul: North Korea has rejected inter-Korean nuclear inspections that South Korea has made a condition for better ties, and has rejected reunions of divided families until the issue is solved. (AP)

## Grave matter

Cairo: An ambitious plan to restore and reopen Tutankhamun's tomb is to be announced soon by the Egyptian Antiquities Organisation. California's J. Paul Getty Institute is to help in the rehabilitation.

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## Fistful of dollars opens Moscow medics' doors

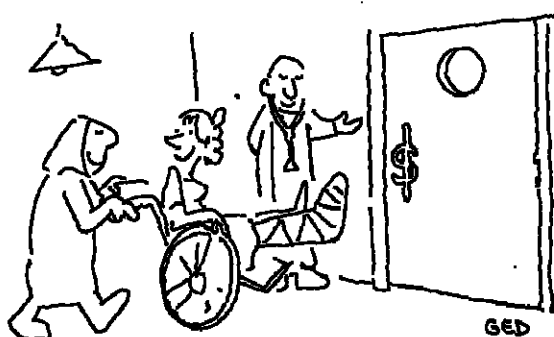
Addressed in Russian, the porter at the gate of Moscow's Kremlin hospital said curtly that, bandaged ankle or not, I would have to hobble to the X-ray department.

Then he saw the Western car and the yellow number plate reserved for foreign correspondents and went into a frenzy of polite helpfulness. The electronic metal doors parted and we swept into the former private government hospital. Paying in dollars opens doors in Russia.

The secret hospital where the Soviet elite were kept alive into their dotage by highly trained doctors supplied with Western drugs and equipment is now called the Central Clinical Hospital and it accepts paying patients uneasy at the prospect of delivering themselves into the embrace of the state health service.

For the foreign community, the recent introduction of joint medical ventures is a huge relief. It had not been comforting, on finding myself plagued with an old ankle injury, to hear fellow correspondents rehearsing their tales of people who had gone in for a tonsillectomy and come out without their appendix, and the horror

Anne McElvoy reports on a private hospital which cared for past Soviet leaders in their dotage



story of the correspondent's wife who gave birth to twins here and discovered that the obstetrician had sterilised her in the process.

Nowadays there is reliable treatment for those who can afford it. My consultation with a French doctor cost £40, the blood test £15, drugs £5 and an air-cast £20. The X-ray cost £30: I hope I get to keep the pictures.

The hospital's newly market-conscious management is charging for an environment whose luxury would shame private health services in Britain. The hospital grounds are spacious and beautifully tended. Inside,

the long corridors are wood-panelled with deep-pile red carpets. The walls are adorned with carvings of classical Greek physicians alongside socialist realist etchings of their Soviet equivalents. The exhausted, or malingering, functionary could collapse into white leather sofas in the individual waiting rooms.

In a system obsessed with hierarchy, treatment here was reserved for the top cadres only. "All our patients were extremely influential," said Dr Vladimir Sibirsky, head of the intensive care unit for ten years. He was

discreet about the illnesses of former famous patients, but added: "Let us just say that our intensive care station was the stopping point of three leaders [Brezhnev, Andropov and Chernenko] in their last days." Functionaries of the communist party made docile patients, he reflected.

"Even the most powerful statesman or KGB colonel is helpless when he feels ill. Sickness was the one thing they could not just order to go away."

He recalled that in the normal departments, the worst patients were the recalcitrant apparatchiks who tried to avoid their twice yearly compulsory check-up. "Some of them got it into their heads that the examinations would be used as pretexts to remove them from their jobs, so if they felt vulnerable in their jobs they would put off coming."

In the days when mortality was considered something unworthy of the party's chosen sons, the only officially announced illnesses of the country's leaders were a "bad cold" (on his death bed) and a "very bad cold" (dead). News of the demises was kept secret for days. Andropov's doctor revealed not long ago

that the KGB had had a special transparent support frame constructed that propped him up, but did not show in the photographs, because his frailty was considered inauspicious for the nuclear arms negotiations then in progress between the superpowers.

Two-thirds of the hospital's beds are still occupied by government patients, but the Yeltsin administration has at least opened the facility to those Russians who can afford 3,000 roubles (£8) — half a month's salary — a night for a bed.

The doctors are reputed to be the most highly trained in Russia and the quality of service is excellent. When the consultant found out that my injury was due to gymnastics, he summoned a sports specialist who quizzed me on British training methods and sighed that Olga Korbut had much to answer for.

The only slight doubt I had was about the reliability of the translations, carried out with the assistance of a huge medical dictionary. As I boarded the X-ray table nursing my left ankle, the radiographer told me not to worry, everything would be fine, before adding cheerfully: "Right-hand ankle then, is it?"

## Control near UN aid routes sought

## Bosnian rivals race to tighten grip on land

By MICHAEL EVANS, DEFENCE CORRESPONDENT

A FIERCE battle is now expected between the Serbs, Croats and Muslims for control of territory around the planned humanitarian relief routes, during the 40-day countdown to the arrival of 6,000 additional United Nations peacekeeping troops in Bosnia-Herzegovina. Military sources said all three factions would attempt to consolidate or improve their positions before the extra UN firepower was in position.

Although Sarajevo was relatively quiet yesterday, the Muslim forces in the Bosnian capital have been trying to force a corridor through Serbian lines to Mount Ingman, south of the city, where it is believed they have guns, ammunition and troop reinforcements. The Muslim plan appears to be to put pressure on Ilidza, west of Sarajevo.

Ilidza, the key to the Bosnian capital, contains a pocket of Serbian positions. If the Muslims, attacking from the outlying Sarajevo suburb of

Butmir, can cut through, they will have a corridor to Mount Ingman and be able to threaten the flank of the besieging Serbs.

As the struggle for territory continued, Cyrus Vance and Lord Owen, chairmen of the joint UN and European Community peace conference on Yugoslavia, said in Geneva that there was a "new mood" in Belgrade which could provide a boost to prospects for peace. "It would be foolish not to recognise that we are dealing with a more helpful and progressive attitude in Belgrade than we had in the past," Lord Owen said.

The softening political attitude may reflect the changing military scene in Bosnia. Western military officers serving with UN peacekeepers in Sarajevo say the mainly Muslim forces defending the besieged city are now strong enough to resist any Serbian onslaught.

Similarly, the Croats are attempting to slice through the Serbian corridor which runs across northern Bosnia into Croatia. The heavy fighting in the region of Serb-controlled Banja Luka is illustrative of the Croatian objective to cut a swathe through the nationalist heartland of the Serbs.

The Muslims are expected to bear the brunt of the fighting in the battle for territory over the next few weeks. They have suffered more than the Croats from Serbian artillery fire. The supposed alliance between Croats and Muslims also looks increasingly disjointed, if not illusory.

Anatoli Zlenko, Ukraine's foreign minister, said in London yesterday that Ukrainian troops would remain in Sarajevo however fierce the attacks on their United Nations barracks.

● **Missile detected:** An official report, compiled by military experts from Italy, confirmed yesterday that the Italian relief plane which crashed in Bosnia earlier this month was shot down by a missile. It did not say who fired the missile.



Positive attitudes: Cyrus Vance, left, and Lord Owen telling a Geneva press conference of a new, more helpful stance by Belgrade

## Lorry driver on a rough road

FROM EDWARD GORMAN IN ZAGREB

THE Yorkshire accent came as a startling reminder of home at the Croatian checkpoint on the road south of Karlovac into Serb-held Bosnia.

Mick Rhodes, a 17-stone former rugby player, was leaning on the wheel arch of one of five Red Cross lorries. "You can't get any further up the road mate," he said cheerfully. "There's been fighting overnight and the Serbs have mined it."

With four Swiss volunteers, Mr Rhodes, 31, a long-distance lorry driver based in Peterborough, was attempting his first trip from Zagreb to the mainly Muslim town of Bilhac, which is surrounded by Serbian irregular forces. The lorries carry more than 100 tons of supplies.

This is a hazardous journey, requiring drivers to cross about 50 miles of open country and three sets of lines where panicky or drunk irregulars can be alarmingly unpredictable. It is easy ambush country, but the rules of the Red Cross stipulate that there

can be no armed escort.

Mr Rhodes brushes aside talk of bravery. He says he has spent years delivering goods such as fitted kitchens to people who want them but don't need them. "This is the first time I have actually delivered anything that people need," he said. "It makes you feel good."

It is three weeks since Mr Rhodes heard on a radio programme that drivers from "neutral" countries were required by the Red Cross to take humanitarian supplies through the lines in Bosnia and Croatia. Within a couple of hours, he had resolved to volunteer. "I rang up my wife before I called the Red Cross," he said. "She said she'd be scared, but if it was what I wanted, I should do it."

Mr Rhodes arrived in Croatia last weekend. He has already made two trips to Banja Luka. Over the next six months he is likely to make scores of similar journeys, each unpredictable and dangerous. He says he will stay as long as he is needed.

## KGB records revive Hitler mystery

By JOHN MILLER AND BRUCE CLARK IN MOSCOW

NEWSREEL footage from KGB archives purportedly showing Adolf Hitler lying dead surrounded by Red Army officers has revived speculation about how he died. Russian television's programme, *Secrets of the KGB*, refutes received wisdom that Hitler shot himself on April



Hitler: newsreel shows body in good state

30, 1945 as the Russians closed in around his Berlin bunker, and that his body was burnt by aides.

The new footage shows a dead and unrecognised Hitler and his body in a good state of preservation. Some Red Army officers are standing around but analysis of the film shows that the officers and Hitler are not in the same shot. Some analysts suspect the footage is not of Hitler at all, but of a double.

In the past few months the remains of Hitler and Eva Braun have been "traced" to Magdeburg in Germany with the help of former Red Army officers, although bones discovered have never been confirmed as being Hitler's.

One theory yet to be tested is that Hitler's remains have been kept by the former Soviet defence ministry. Marshal Georgi Zhukov is said to have had his skull.

## German youths show little remorse over racist attacks

FROM ADAM LEBOR IN EBERSWALDE

THE message of brotherhood and equality being expounded this week at the Berlin congress of the Socialist International cuts little ice in this dull eastern German town.

Eberswalde achieved notoriety after dozens of neo-Nazi killers beat an Angolan worker to death in November 1990. Police ran into a wall of silence when they tried to investigate the death of Amadeu Antonio Kiowa, 28, and two years on, racist sentiments and sympathy for the thugs are still easy to find.

Four people were sentenced on Monday to between three and four years in prison for their role in the attack but among their friends there is little condemnation of their brutality. At the trial, a procession of witnesses proclaimed their indifference to the death of Kiowa. After the verdict, a council official advised black people not to walk around

Eberswalde alone, for their own safety.

At the youth club on the edge of Eberswalde, where the friends of those convicted meet, the message for foreigners is clear. A large swastika is painted near the entrance. Inside, graffiti declares: "A nigger lies dead in the cellar, but the skinhead was quicker", and support for the Ku Klux Klan. When asked about the dead Angolan, Tino, 18, a bricklayer, laughed. "The sentences were wrong," he said. "Four years for innocent men when they said they weren't there."

For Tino, the demise of eastern Germany has given him a chance to proclaim the right-wing views that he secretly espoused for years. "I always thought like this, but I didn't show it in the German Democratic Republic."

His friend Mike, a cook said: "People get killed all over

the world... The violence is not a solution but it's the beginning of getting something done and it makes people aware. The gypsies come here as beggars and if I won't give them money they call me a Nazi pig."

The 250 asylum-seekers still in Eberswalde have organised a night-watch guard. "We are very scared, especially at night," said Meren, 27, from Turkey, who was beaten up by neo-Nazis at a local disco. "The men stay awake on guard while the women and children sleep. The police take two or three hours to come, if they come at all."

● **Bomb:** German police, who have been accused of not doing enough to contain far right-wing violence against foreigners, yesterday raided 109 homes in 15 cities in the state of Saxony. Weapons and extreme-right wing literature were seized. (Reuters)

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## The sterling crisis: three views of the consequences of a white-knuckle day on the world's currency markets

### Policy that foundered

Gordon Brown on why the Tories came unstuck

Yesterday's huge interest rate rise and temporary suspension of the exchange rate mechanism (ERM) are the direct result of three years of recession in which the government has failed to address the underlying weaknesses of the British economy. The gyrations of the currency markets show why tougher controls are now needed within the ERM over the speculators. But sooner rather than later the fundamental problems of the British industrial economy will have to be addressed.

Ministerial exhortations are no longer enough, repeated promises of imminent recovery no longer credible without action to back them up. Confidence, we were repeatedly told by ministers, is the key to a consumer-led end to the recession. Confidence, we were repeatedly told by the same people in the run-up to the election, would return with the return of a Tory government. But the prime minister's promise that recovery would follow election victory and the Chancellor's promise that interest rates would come down have proved hollow. Confidence will not return simply on request. Economic events this summer have made it clear that consumer and business confidence will return to acceptable levels only when action is taken to diminish people's fears for their economic security — especially the fear of unemployment.

As long as people fear they will be the next to lose their jobs they will not spend, take on new commitments or even move home when they need to. Without immediate government action to reduce unemployment, and hence the fear of unemployment, confidence will not return. Without the return of confidence there cannot be an end to the recession. Yet Mr Major's cabinet has distanced itself from both the problems and possible solutions, deliberately conveying the impression that the key issue of economic policy is simply the choice between devaluation and maintaining parity in the ERM. Just as ministers were complacent and wrong about the onset of the recession and its eventual length, they are complacent and wrong now in telling us there is nothing that can be done.

Today, as a first step to diminishing the fear of unemployment, the prime minister should set in place an employment programme, including environmental improvement and capital investment measures. He should meet the building societies to consider proposals to lease or buy unsold properties and make them available for rent. By doing this the expensive misery of bed and breakfast accommodation for the homeless could be ended and money saved.

The return of business confidence requires special measures too. There are now fears that British industry is not only stuck in recession but may soon be too weak to secure any substantial benefit from an economic upturn. As the first step to securing for Britain the benefits of industrial policy measures our European competitors enjoy, the prime minister must set in place an investment programme including fiscal incentives for new undertakings. If Europe is to act as one of the world's three major industrial blocks it must be seen as capable of concerted action for economic expansion. Action on monetary policy is essential with pressure continuing on the Bundesbank for further interest rate cuts that would allow rates to come down throughout Europe. But action on monetary policy is not enough: co-ordinated employment, industry, investment and infrastructure measures are necessary too.

When 60 years ago, in the midst of the greatest recession the industrialised world has ever known, President Roosevelt told the United States it had nothing to fear but fear itself, he was not simply pleading for return to confidence, nor was he laying the blame for the continuing recession on its victims. He was at the same time preparing a massive intervention — a mighty programme of public works and job creation that lifted the American economy and set its course for 50 years. So far Mr Major has offered words only, not deeds. Today Britain needs active government to put confidence in place of fear.

The author is shadow Chancellor.

It is 60 years since sterling was forced off the gold standard, and the inter-war financial system — the gold-exchange standard was destroyed, in September 1931. Twenty-one years ago, in August 1971, President Nixon ended the gold convertibility of the dollar, and thereby ended the post-war fixed exchange rate regime of the Bretton Woods system. In September 1992 it appears to be the turn of another fixed exchange rate regime: the exchange rate mechanism of the European Monetary System.

The crisis of 1931 had started with large budget deficits in central Europe that the financial markets were unwilling to finance. A crisis in confidence produced runs on the banks and out of the currency in Austria, then in Hungary, and then in Germany. In September 1931, Britain was hit by the same mixture of uncertainty about how a budget deficit could be financed and banking worries. Britain freed itself from the speculative pressure by refusing to set a new sterling parity after September 21 and by letting the pound float. The attention of the speculators turned to France and the US. In 1933 America devalued; France tried to resist for as

### Blame it on the Germans

History is harsh on states that export their troubles, says Harold James

long as possible at the price of a great domestic deflation, but in 1936 was eventually forced off gold.

These events shook international politics as well. At the time it seemed to many people that dictatorships could deal more effectively with financial and economic crisis than open societies. Mussolini's Italy was virtually the only continental country not shaken by a banking crisis, simply because the regime had ordered the suppression of financial information. In Austria and Germany, the banking and financial crises made the economic slump much more severe, and prepared the way for the Nazi dictatorship.

There is a sad retrospective irony to the story of the interwar financial collapse. After all the devaluations of the 1930s the eventual exchange rates were quite close to their pre-1931 levels. Only later did it

become clear that the damage caused by the fixed rate gold exchange standard lay not so much in an appropriate choice of rates, or in the system as such, but rather in two critical failures. The first was the inability of certain governments to follow balanced fiscal policies because they believed that they could finance their deficits externally over a long period: that is at the cost of the international system. Secondly, international policy co-ordination failed in the crisis.

Policy co-ordination requires an institutional framework. There was the Bank for International Settlements in the early 1930s that could have played this role, just as there was the International Monetary Fund for the 1971 dollar crisis. But co-

ordination also requires an ability to change the policies of states that are behaving inappropriately. No international institution in the late 1920s and early 1930s could tell Germany or other central European states to balance their budgets.

Similarly no institution had the power in the late 1960s to deal with the crisis in the Bretton Woods system that resulted from the American attempt to use the fixed rate system to make other countries take dollars as reserves that would pay for both President Johnson's Great Society at home and Vietnam abroad.

Powerful states which print a currency that is central to the working of the international financial system face a perennial temptation. Could they not solve

their domestic problems by manipulating to their own advantage the machinery of international money? The US yielded to this call in the middle of the turmoil produced by Vietnam. In practice it is impossible to use a power position for this kind of manipulation for very long. The opportunity disappears as soon as other countries realise that they are being made to foot someone else's bill. In the end the manipulator gains little, but destroys the international system that gave them a potential advantage.

Germany occupies within the exchange rate mechanism a similarly powerful position to that of the US in Bretton Woods. The problem now, as then, is not so much with the system as with the way the leading player is trying to use the system. As part of an attempt to contain the inflation resulting from German unity, and as a response to the inability of the government to

pay for it through taxation, the Bundesbank exported its restrictive policy of high interest rates to the rest of Europe. Germany's neighbours, including Britain, were to be forced to pay part of the price of German unification.

History has a poor verdict on those countries that try to use the international financial system to evade domestic problems. They bear the responsibility for deflation, depression and political collapse in the 1930s; for inflation and political instability in the 1970s; and for disinflation and disenchantment with politics in the 1990s.

Learning the lessons of history means that the Italian and German governments should both deal with their inflationary pressures by the politically painful process of fiscal reform at home. They should not hope that a combination of sermons about price stability and the magical touch of international money can wait away the need to make choices about spending and taxes. Only in this way can there be international financial, and political, stability. Otherwise the EMS will go the way of the Bretton Woods system.

The author is Professor of History at Princeton University.

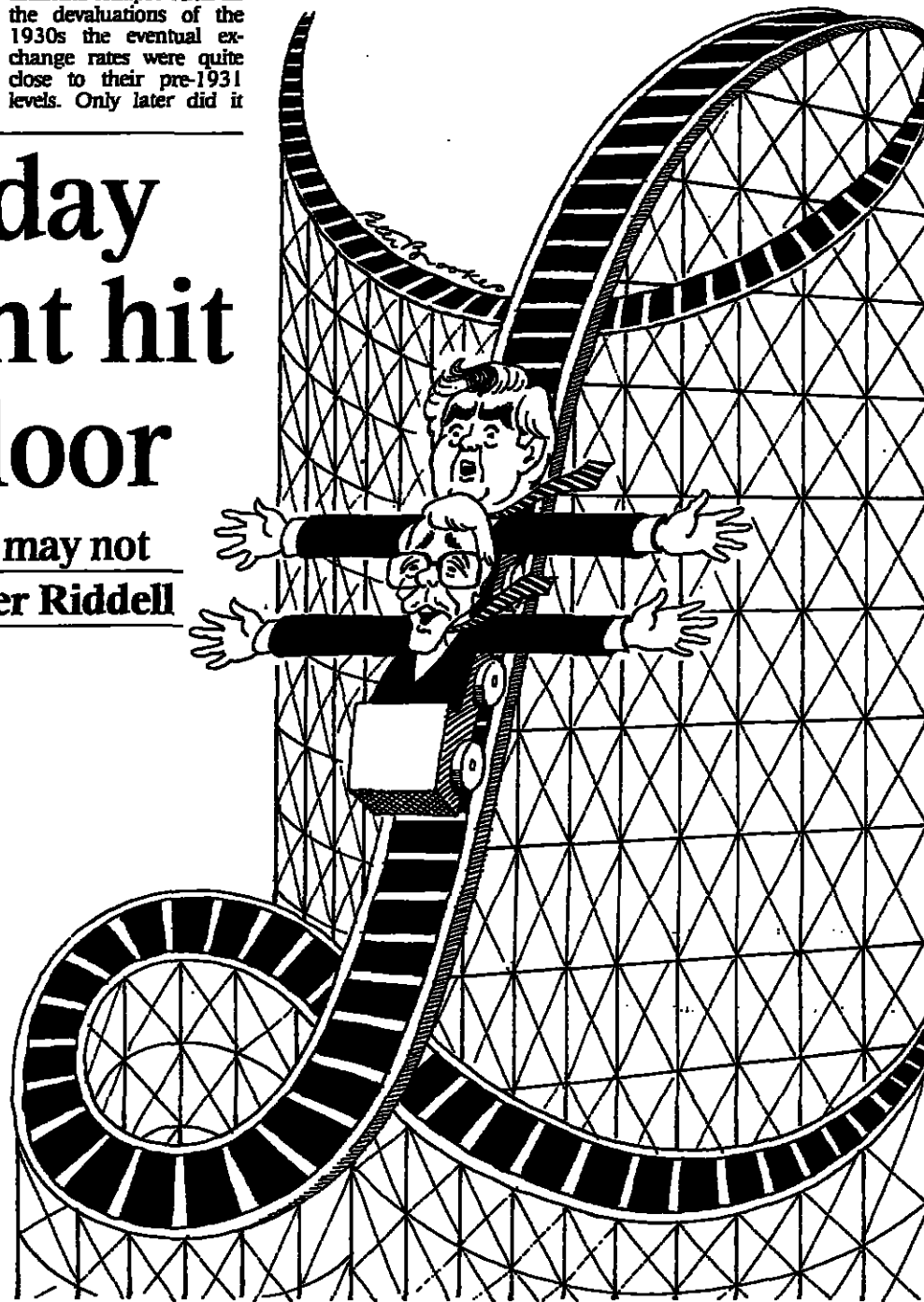
### The day Lamont hit the floor

The Chancellor may not survive, says Peter Riddell

The bookies yesterday faithfully reflected the panicky mood in the markets and Whitehall. One leading firm refused to quote odds on Norman Lamont remaining as the Chancellor, because the situation was so volatile following last night's statement suspending sterling membership of ERM. Another offered no more than odds on him remaining in office until the end of October. It was less a time for cool heads than for off with his head.

Sterling crises generally have four stages — resolute statements of intent, a series of actions (often ineffective) to stem the pressure, desperation, and, finally, though not invariably, humiliating defeat. We have moved from the first to the third stages with startling speed this week, so that John Major and Mr Lamont have almost exhausted their options left if they are to avert the fourth stage. Whether they can maintain sterling's current parity within the exchange rate mechanism now depends on events outside their control, the worst possible position for any prime minister and Chancellor to be in.

Yesterday's increases in interest rates were intended to demonstrate, according to Downing Street, that "we will do what we said has to be done to stay within the ERM bands." But instead they have underlined the govern-



ment's weakness and the truth of Denis Healey's remarks after his bruising experience as Chancellor in 1976. In his autobiography *The Time of My Life*, he wrote that: "When a currency is felt to be weak, the markets will put the worst possible construction on any piece of news which might affect it — economic, political, or even industrial. I soon learned that there is not

much point in complaining when the financial markets behave like hysterical schoolgirls. You cannot buck the markets."

The aim is to win a breathing-space until after the French referendum on the Maastricht treaty on Sunday, in the hope that what Mr Lamont yesterday described as "extraordinary pressures and uncertainties" may then abate and it will be possible

to bring interest rates back down. But the deterioration in the past few days has been such that sterling might temporarily have to leave the ERM. Even a French majority in favour might not remove the pressures on sterling, especially since the bill ratifying the Maastricht treaty faces a hazardous time in the Commons and will not be approved by Parliament until the spring at

the earliest. A fresh Danish referendum would not take place until then either. And a French vote against the treaty would mean further turbulence.

The government has three options if pressure on sterling persists. The first is to raise interest rates yet again, but there are limits as to how often yesterday's action can be repeated. Second, the government could argue that market turmoil after a French No vote creates such extraordinary circumstances that the present ERM parties cannot be maintained and, regrettably, a general ERM realignment involving sterling is necessary. That would involve some eating of words, but any short-term loss of political credibility might be offset by relief if such a realignment led to an easing of market tensions and a cut in interest rates. Third, the government could try and outface the markets for another few days and weeks, but then be forced to accept what amounts to a unilateral devaluation. Because that option had been so long resisted, it would be a stark political defeat, possibly leading to Mr Lamont's departure as Chancellor.

Whatever happens in the next few days, the government will be severely bruised by yesterday's actions. Each time in the past 20 years when there has been a sharp rise in interest rates to defend the pound — in 1973, 1976, 1979 and 1985 — the party in power has become much more unpopular. In 1976, a small Labour lead at the start of the year turned into a 15 point Tory advantage after interest rates were raised to 15 per cent. In 1979, within six months of being swept out of office, Labour was back in the lead after rates rose to 17 per cent. The same could easily happen again and yesterday Mr Major and Mr Lamont came under strong fire from businessmen, trade unionists, opposition leaders and even many Tory MPs.

Such pressures will not be decisive. Senior ministers are content to leave such matters to Mr Major and Mr Lamont. There is no Cabinet revolt. Tory

MPs are obviously worried about the impact of higher interest rates on the chances of recovery, and on the position of small businessmen who form the heart of their constituency associations. But there is little they can do apart from complaining. The government would comfortably win any confidence vote on the economy in the Commons. Hysterical talk in the City about a change of prime minister or an early election is nonsense. Mr Major also has plenty of time to get the economy and the government back on course. A general election could still be at least four years away when yesterday's events will be campaign slogans rather than recent memories.

But the going will be rough. The Tory annual conference next month will now be a sombre, and possibly at times bitter, affair rather than the expected celebration of their fourth successive election victory. The government's current troubles may also enable John Smith to divert attention from the divisions within the Labour leadership over both devaluation and the Maastricht treaty. Instead of a possibly divisive conference in 10 days' time, he should now be able to unify Labour by attacking the Tories' economic record.

An eventual forced, and largely unilateral, devaluation could not be glossed over as just a technical adjustment. It would be a serious setback. Mr Major may choose to stand by his Chancellor since the policy is a joint one. However, there would be strong internal Tory party pressure for a scapegoat. So Mr Lamont might become the fall guy for difficulties created before he became Chancellor and outside his control.

Kenneth Clarke and Michael Heseltine yesterday attended a lunchtime meeting of Mr Major's inner Cabinet along with Mr Lamont and Douglas Hurd. A no doubt unspoken thought around the table was that one of them could soon become Chancellor.

Bernard Levin's column has been held over.



### ...and moreover CRAIG BROWN

Recently, the world has been celebrating, if that is the word, 25 years of Radio 1. But we should only have been celebrating 17 of those years, for, many years ago, the good eight years of Radio 1 have been taken up with disc-jockeys issuing their daily goodbyes.

Of course, the golden age of DJ cheerio-for-nows was the early 1970s. Stranded at boarding school, I listened to Radio 1 with all the perverse intensity of youth. I suspect that the disc-jockeys who took the longest time over saying goodbye were themselves the products of boarding schools, where the protracted farewell — "I'll say goodbye now, darling — well, goodbye, see you in just over a month! Bye! Don't forget to write! Goodbye now!" etc. etc. — was part-and-parcel of the system. Tony Blackburn, an old boy of Millfield School, was the master of the long goodbye. On some days, it seemed as though he began to say goodbye ("Looking forward to the weekend? But you are! Don't do anything! Well, I don't do anything! Five minutes into his morning show, carrying on goodbying ("We've got some truly fabulous items lined up for you next week, and that's a promise") throughout the next two hours and 55 minutes ("It's almost time to let the Chi-Lites sing us out of today's show with their completely fan-tastic new number") and performing a farewell medley ("Hope you enjoyed the show! Bye for now! See you tomorrow! Have a great afternoon! Bye! I'll be with you tomorrow at nine! Bye for now! Goodbye! Bye for

now! Cheerio! Bye! Bye!" etc. etc) before finally handing over ("Bye everyone! Bye, David!") to his fellow disc jockey David Hamilton ("See you tomorrow!").

In many ways, it was the aural equivalent of watching a particularly exhausting weekend guest departing down a two-mile drive, arms waving out of windows, horn honking happily, at a pace of half-a-mile an hour.

Excessive time spent listening to Tony Blackburn's cheerios during my formative years has taken its toll on both me and my wife. Friends, who have us to stay know that between the first hint of a "we must be going" to the final, joyous disappearance there is a packed timetable of wondering if we have everything, trying to arrange our next meetings, wishing the best of luck with the baby/dinner party/court appearance/family therapy, having just one quick cup of coffee, weighing up the pros and cons of their lacklustre suggestion that we might care to say another night rather than set off straightaway, wondering where the children are, suddenly remembering the push-chair, checking the way on the map, and so on. Older friends now know to do something useful with this time, such as re-reading a favourite book or designing and building an extension.

On holiday in St Petersburg last week, the true cost of this Blackburnesque malaise was made plain. Our children were staying with my parents, so we were ringing home every couple of days to check that all was well. Telephoning from our St Peters-

burg hotel involved sitting in an office next to a receptionist with a stop-watch. The phone calls cost four dollars a minute, with any seconds over counting as an extra minute. My wife made the first call while I kept a beady eye on the stop-watch. Spent half an hour, I became horribly stung when abroad, so after two minutes and 45 seconds, I made signals to my wife to wind up the conversation. Alas, by the time she had told my mother about the signals I was making she was already five seconds into the next minute, and so I huffed that she might as well continue for another 45 seconds.

With 20 seconds of the new minute to go, I started signalling again. "Actually, if it's all the same to you, I'd better say goodbye now," said my wife. Fifteen seconds. "You see they've got a stop-watch going and we have to pay an extra — Ten seconds. — four dollars each time we go over into a fresh — Five seconds. — minute, so — I hope if all goes well tomorrow — One second. "Hang on, Craig's trying to tell me something..." And so we arrived into the next minute. "Oh, he's saying we might as well go on for another minute now."

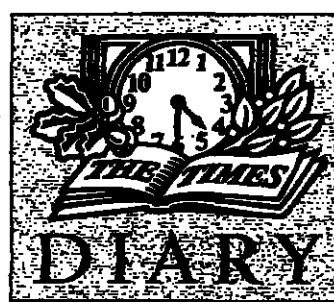
### Sunday, bloody Sunday

ONE MIGHT have thought that as the result of the Maastricht referendum comes through on Sunday night, Norman Lamont would be burning the midnight oil in the Treasury. Not at all. Instead, as the voters of France help to decide his future, the Chancellor will be in Washington at a meeting of the International Monetary Fund — by coincidence the same conference from which Denis Healey in a not dissimilar crisis was forced to pull out with dramatic consequences in 1976.

With the pound plummeting Healey was at Heathrow when he was forced to turn back to mastermind the defence of sterling, returning first to Downing Street and then to the Labour Party conference for a confidence-boosting speech.

If the French say "non", the Chancellor will be tucked up safely in bed when the markets open in turmoil in London on Monday morning. Lamont's aides are divided, but those who insist he cannot miss the Washington meeting were in the ascendancy yesterday. The Chancellor's private office was stressing that the conference is the most important annual gathering of world finance ministers and it would look like panic if Lamont missed the meeting, which he is due to address on Tuesday.

A Lamont aide says: "Even when he is on the aeroplane he will be in constant touch with Downing Street by telephone. It is a very important conference, you know." The only other time a chancellor failed to turn up at the annual jamboree was in 1984, when Nigel Lawson sent a deputy. Why? A different crisis: the date clashed with the Tory Party conference.



Although the first interest rate rise was widely predicted in the press after the pound was battered and buffeted throughout Tuesday, no one seemed to have told the CBI. Howard Davies, director-general of the CBI, and Sir Michael Angus, the new president, met John Major on Tuesday and as the news of the first rise broke yesterday the duo were reporting back to the CBI council on their discussions with the prime minister. "With satisfaction" they told council members that due to the cut by the Bundesbank earlier this week the pressure for a domestic rate rise had been greatly reduced. The council was just about to move onto a presentation entitled "Prospects for the UK Economy 1993" when a note for the chairman and an ash-faced Angus broke the grisly news.

### Battle rejoined

BRITISH troops are off to Normandy on Sunday as the French go to the polls. No, they are not part of Norman Lamont's final contingency but will be accompanying Lord Campbell of Croy, soldier, diplomat, former cabinet minister and devoted European, on a tour of some of the bloodiest battlefields of the second world war. Campbell will then give an on-the-spot lecture on Operation Epsom to soldiers

from an armoured brigade whose forerunners fought the battle. The trip will bring back memories for Campbell, whose 15th Scottish division suffered 2,700 casualties in the operation during a single week in 1944. Campbell, a young major at the time, survived unscathed although he was severely wounded at Elbe. "I remember it as if it were yesterday. You never forget things like that."

There is another danish connection, too. "Inveraray Castle, seat of the Duke of Argyll, chief of the Clan Campbell, is twinned with Tourville-sur-Odon, where the division's memorial stands," says Campbell.

And what of the other potentially bloody battle being fought out on Sunday? "I hope they say yes to Maastricht," he says. "I've always been involved with European issues right from the days of the last war."

One man clearly concerned about how the French will vote this weekend is Hermann von Richthofen, the German ambassador to London. At a lunch for senior commentators at the embassy this week, von Richthofen, a relative of the infamous Red Baron, was less than keen to hold a straw poll at his table on the result. Finally, persuaded by Joseph Joffe of the *Sueddeutsche Zeitung*, the ambassador diplomatically bowed to the pressure. The result? Fifteen yes, two no and, surprisingly, only one abstention.

### Lone stand

LABOUR has Bryan Gould and the Tories have Baroness Thatcher. Now even the Liberal Democrats, who like to think they invented Europe, have their very own Maastricht rebel.

Stand up Nick Harvey, the party's solitary anti-federalist and MP

for North Devon. Poor Harvey has not had a happy time in Harrogate among delegates whose Euro-fanaticism can make even Jacques Delors sound like a septic.

First he was ejected from the conference on Monday for not wearing the proper accreditation. Later the same day he was refused permis-



sion to speak at a meeting on the homeless. Then when he went to take the place reserved for him at the rally addressed by Des Wilson, the campaign director, he found someone already sitting firmly in his seat.

Being Liberal is not what it used to be. The sight of Liberal Democrat male delegates walking arm in arm around the conference centre in Harrogate, wearing T-shirts proclaiming: "Call me straight and I will sue", has proved too much for some delegates. A new group has been set up as a counter, the Association of Liberal Democrat Straight Members. Complete with its own logo, a buxom Liberal belle, the group, formed this week at Harrogate, has invited the man who is the party's most famous heterosexual, Paddy Ashdown, to be its president.





## SENSE AT LAST

It took until early yesterday evening for the government to bow before forces that it should never have been fighting. Determination without power risks ridicule. For most of yesterday John Major showed the courage for which he is famous without also showing the common sense that made him prime minister. The result was sadly ridiculous.

In the morning Mr Major ordered his Chancellor of the Exchequer to fight a brief battle with the money markets in which victory would have been a miracle. The announcement of two separate interest rate rises — to levels which if maintained would mean a mass grave for Britain's manufacturing industry — failed to persuade currency traders that the pound was worth what the government wanted it to be worth.

Norman Lamont, whose job it was to lead such assaults, now has about the same survival chances as a first world war infantry officer on the western front. There is an ominous quiet among those who should be his allies. The cabinet is not rich in would-be replacements but Michael Heseltine, Kenneth Clarke and perhaps best of all Michael Howard would find support.

Messrs Major and Lamont hoped that their determination to raise rates to 15 per cent would buy them time until after the French referendum on Sunday. In earlier more gentlemanly days it might have done. But today's buyers and sellers form a market which moves with an elemental power and speed. A modern King Canute might have well chosen yesterday to show his courtiers how no mortal man can buck the incoming tide. Downing Street decided instead to show how courage can move mountains. It did not convince.

Government policy is still a parody of steadfastness. The decision to suspend European exchange-rate membership is a sensible first step of retreat. The removal of the 3 per cent rate rise planned for today is not enough. It should be reduced to at least the 10 per cent rate at which it began yesterday.

Higher than necessary interest rates are a

crippling burden in themselves. Even if they had helped support sterling yesterday the benefit would have been brief. The currency would have been soon undermined by the collapse of industrial companies throughout the country. No unit of money can long remain detached from the business activity that gives it value.

Today the markets have their way. The government must now face the recriminations of its supporters and opponents. Labour has long been right to demand a recall of Parliament. The government whips bowed to the inevitable last night and recalled MPs to Westminster next week. The debate should not be dominated, as it is on television, only by those who are fanatics on one side of the argument or the other.

Until yesterday, the French referendum was still seen by some as the saviour of the day. Foreign Office ministers had not lost their hope that, after this little local difficulty, a French majority for the Maastricht treaty might put Europe back on course to monetary union. It is more likely, however, that Sunday's vote is losing importance, maybe even faster than the Chancellor is losing the support of Tory MPs. A French yes would not save the ERM from the opprobrium in which it is increasingly held both among present Community members and those who aim to join the Community.

Mr Major has a strong and justified belief in the enlargement of the EC, particularly by the membership of such countries as Sweden which would bring with them industrial power and the ability to contribute funds rather than demand them. Few Swedes will end this month as enthusiastic for EC membership as they began it.

If the French vote yes, Mr Major still has to steer the Maastricht treaty through the House of Commons. That path will now be far more treacherous than before. Perhaps not even the most aggressive whipping could win a majority on a vote to guillotine the debate or to deny a referendum. Labour may at any time wake to the tactical advantage of advocating that the British people, as well as the French, should decide.

## BALANCE OF EVILS

The present law on prostitution pleases nobody and creates worse evils than it cures. But prostitution cannot be totally suppressed nor freed from every control. Each era must strike its own balance, and it is time Kenneth Clarke, the home secretary, listened to his Home Office advisers who think a review of the law is overdue — and the 1956 Sexual Offences Act obsolete. The Liberal Democrats have thrown in their pennyworth of opinion this week to much the same effect.

A report currently before Birmingham council finds that the nuisance arising from the late-night interaction of streetwalkers and kerb crawlers has become so disturbing to residents as to prompt the suggestion of a "zone of tolerance" away from any housing district, where prostitutes would be allowed to operate clear of the public and unhampered by police. This would require a change in the law.

A modern law on prostitution would take a more restrained view of the public interest than the 1956 act, which echoed the Victorian attitude that the punishment of a prostitute was necessary to express disapproval of her activity for the sake of public morality. The law should be concerned to prevent public nuisance or threats to public health, but it is not an appropriate or even effective vehicle for enforcing a code of sexual morals.

Even the Mothers' Union, which turned down a demand for the legalisation of brothels earlier this year, did so in terms that recognised the law's defects. This bastion of middle-class respectability was concerned not so much to condemn the prostitute for her immorality as to protect her from exploitation. This is in line with the less judgmental mood in public opinion generally.

The way of life may still carry some stigma, but individual prostitutes are regarded more as inadequate and unfortunate

victims than as a blot on womanhood or corrupters of men. Even in the magistrates' courts of central London, where the law knows most about this trade, the ritual morning appearance of women arrested for soliciting has become akin to tax collection through regular modest fines (£10 being standard in many cases). Short spells in prison are greeted as opportunities for routine health checks rather than as exemplary punishment for vice. Constant police attention has the merit of making the prostitute's life a little safer. Being on the street enables prostitutes to look out for each other, and to pass on warnings about dangerous customers. The very visibility of prostitution which can so annoy the public has its other side, therefore. Driving it underground and out of sight has drawbacks.

By the same test, however, the present law absurdly deems two prostitutes living together to constitute a brothel, which makes either or both of them criminals. It therefore diminishes the mutual protection they could give each other, which they now have to obtain by working the streets together. This law also makes survival more difficult for a prostitute trying to manage without a pimp, a male controller who shares in her profits in return for protection. Much of the violence prostitutes suffer is at the hands of such men. And if the law against soliciting is intended to prevent the nuisance to passers-by from women flaunting their trade in the street, then logically where there are no passers-by — apart from men looking for prostitutes — there is no public nuisance.

So the Birmingham "zone of tolerance", like all proposals for regulating prostitution, has both merits and snags. The government cannot shirk the necessary balancing exercise, which was last done too long ago to suit society's prejudices and purposes today.

## ART OF FREEDOM

Tomorrow strange gods come to Piccadilly, which in its time has acted as a thoroughfare for most strange things from the round world's imagined and out-of-the-way corners. The huge exhibition of Tibetan sacred art, *Wisdom and Compassion*, is opening at the Royal Academy. It is so exotic in its savage and erotic imagery, so extravagant in its colours and genres and legends, so different from the conventions of Western art and metropolitan life, that it might have been flown in from another wilder planet where there are different colours in the spectrum and images in the mind.

The works of art, scroll paintings, metal images and wooden block prints have in fact descended from a place known to Britons as the forbidden land, the roof of the world and the lost horizon. Tibet is the highest, bleakest, windiest, remotest, and least known country in the world, a vast soaring place 15 times the size of England where the depths of the valleys are higher than the summits of the Alps. Until recently Tibet's astonishing art was dismissed by some narrow minds as obscene, barbaric and degenerate, though its traditions go back to an age when the only painting in England was body-painting done with woad.

Television, modern printing and mass travel have made modern susceptibility a dramatic artistic event to open the eyes of Londoners to an old world. But it is also a political emblem. Life is short but art is long. The Tibetan heritage, which came so close to extinction and is still under threat, has been brought to life in London as a symbol that Tibet still lives and shall one day be free.

symbol of nationhood. Even the unimpressive, who may see little merit in Tibetan art, can be moved by its politics. Since the Chinese invaded Tibet in 1949, they have systematically set about destroying its identity, which largely means its culture and religion. Sacred scriptures have been ploughed in with manure, 6,000 monasteries have been destroyed, and holy mani stones have been used to make sewers.

Official Britain has shamefully appeased the Chinese in their annexation of Tibet, the genocide of its people and the attempted destruction of their culture, ever since it blocked the Dalai Lama's appeal to the United Nations when China invaded. No diplomatic advantage has come from this cowardly policy of placating the invaders and destroyers. *The Times*, which has taken a friendly interest in the region ever since it scooped the world with its sponsorship of the first conquest of Everest, has been more robust about this faraway country belonging to people of whom the Foreign Office prefers to know nothing. Britain should at last stand up for its original policy, which in 1943 recognised China's special interest in Tibet only on condition that China respected Tibetan autonomy, including its right to diplomatic representation.

The exhibition we are sponsoring is a dramatic artistic event to open the eyes of Londoners to an old world. But it is also a political emblem. Life is short but art is long. The Tibetan heritage, which came so close to extinction and is still under threat, has been brought to life in London as a symbol that Tibet still lives and shall one day be free.

## Lack of democracy in research bodies

From Dr K. A. McLauchlan, FRCS

Sir, The funds allocated for civil scientific research in this country are administered through the research councils on the basis of peer review. Within each research council the reports from referees are considered by committees which, with their chairmen, determine what research is funded and what is not. The system requires the confidence of the scientific community to work and to ensure that the best innovative research is supported.

At every stage it lacks democracy, and working scientists have little say in the choice of those from whom referees may be selected (i.e., in establishing their peers) or in the membership of committees, despite these controlling their whole ability to pursue their research.

Selection of both is largely made by employees of the research councils who have little up-to-date scientific expertise, often with the help of individual chairmen.

The latter are extremely influential at every stage and are selected in ways which are not known to practising scientists, but appear to emerge from previous committee duty. They tend to remain in the system for long periods, and often rise up through it on to higher boards.

Many British scientists who enjoy the highest international respect, and travel most between foreign laboratories, rarely appear on the committees, which do not benefit from their expertise or the knowledge they possess of the state of a field of scientific research at a particular time.

They are consequently not usually considered as possible chairmen, and they do not progress to higher posts within the research council and, possibly, the Associated Board of Research Councils. Eventually the benefit of the advice that they are able to give is not available at ministerial level.

The existing system could be improved immeasurably by the research councils behaving more openly than they have done in the past, telling how their affairs are conducted and allowing democratic election on to panels of referees, on to committees and into chairmanships.

Yours sincerely,  
KEITH A. McLAUCHLAN,  
Oxford University,  
Physical Chemistry Laboratory,  
South Parks Road, Oxford,  
September 7.

## Meals in pubs

From Mr Dennis Heaton

Sir, Mr Roy Herbert (letter, September 4) questions the quality of pub meals. It has long been apparent that steak and kidney pies in many pubs are not the real thing and when claimed as "home made" are suspect.

Catering suppliers provide ready-cooked steak and kidney fillings in bulk, to be processed quickly in the kitchen with pastry often separate, as in Mr Herbert's example, and reheated in a microwave. There can be a 400 per cent mark-up on this virtually labour-free product.

Similarly, almost every pub offers "home-made" soup. Large packets of soup powder abound — for which the public just adds water and heats.

It is amazing how people have come to accept this form of catering and still believe someone is slaving away in the kitchen. Living in a rural area, I would like to think that the pub cooking was genuine. Not a bit of it: the mass caterers' vans are regularly outside our country inns disgorging their universal products, which are almost all then advertised as "home made".

The public acquiesce in their lack of discernment and acceptance of inferior quality in traditional dishes. At the prices asked, the customer should demand more authenticity.

Yours sincerely,  
D. L. HEATON,  
Waterloo Grange Annex,  
Hainford, Norfolk.

## Classic FM

From Mr Buxton Orr

Sir, As a professional composer I owe much to the old Third Programme and to Radio 3. But using Classic FM for casual listening (letters, September 12, 15), I am meeting with delight many old favourites I have no longer felt the need deliberately to seek out.

More important, I think of a friend, new to the world of classical music, who has merely reached out for Pavarotti or "our Nige" for want of knowing where else to go. For her, Classic FM seems to me the perfect guide, suggesting so many different avenues for further exploration.

As for Schoenberg, he can only be approached through a deep familiarity with the classical tradition. It is my belief that he will come into his own in the 21st century. Those with open ears and able to face the emotional and intellectual rigour of his world may well have been nurtured on the output of Classic FM.

Yours faithfully,  
BUXTON ORR,  
Church House Barn,  
Llanwarne, Hereford.

Letters to the editor should carry a daytime telephone number. They may be sent to a fax number — 071-782 5046.

## LETTERS TO THE EDITOR

1 Pennington Street, London E1 9XN Telephone 071-782 5000

## Making sure that we speak properly

From Mr Max Morris

Sir, David Paskall, chairman of the National Curriculum Council, says that "teachers would be expected to correct those who spoke sloppily, even in the playground" (report, September 10). What a splendid idea. It only remains for Mr Paskall to show teachers how to do it.

Yours etc,  
MAX MORRIS (Headmaster,  
Willesden High School, 1967-78),  
44 Coolhurst Road, N8,  
September 10.

From Mr Nigel F. Smith

Sir, In my view the principal reason why the quality of written English is so poor is that the language is taught as an art form rather than as a means of communication.

Pupils should be taught simple, plain, punchy English which gets the message across as clearly and concisely as possible. Shakespeare has little part in this.

Nevertheless we continue to see the Secretary of State linking literary classics to the teaching of the modern language. As long as such attitudes persist the quality of written and spoken English from those leaving schools and universities will remain abysmal.

Yours faithfully,  
NIGEL SMITH,  
5 Hurley Close,  
Walton-on-Thames, Surrey,  
September 10.

## Challenge to minister

From the Headmistress of the Royal Naval School, Haslemere

Sir, In the past few weeks I have been heartened by the generous and intelligent discussion about the quality and value of education which the resignation of Helen Williams from the post of High Mistress of St Paul's has provoked (letters, August 27, 28).

It is delightful and reassuring that those such as Baroness Warnock ("Trampling on teachers", August 24) have understood what motivates the best and most dedicated teachers. I hope that another board of governors will speedily head-hunt someone so clearly intelligent, scholarly and acute in her moral judgments.

It is a pity to read (report, September 10) of the decisions of the Secretary of State for Education with regard to the teaching of English. I would like most

cordially to suggest that he and other politicians submit themselves to the standard English tests presented in schools such as St Paul's.

My own English department would be happy to escort him around its classes and to mark his essays for him. We would be delighted to discuss with him his concept of standard English. Perhaps he would like to bring with him the definitive English grammar.

The first essay which we would set would be: "Teaching about the devil and the concept of damnation is essential as a component in a good education. Discuss."

If the intelligent, the witty and the literate are to stay in the teaching profession a few incentives will be needed.

Yours faithfully,  
JILL CLOUGH, Headmistress,  
The Royal Naval School,  
Farnham Lane, Haslemere, Surrey,  
September 10.

I am, yours faithfully,  
ANN DENT,  
12 Smith Street, Chelsea, SW3,  
September 10.

Yours faithfully,  
JILL CLOUGH, Headmistress,  
The Royal Naval School,  
Farnham Lane, Haslemere, Surrey,  
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## Economists firmly put in their place

From Sir Samuel Goldman

Sir, In the light of Professor Paul Ormerod's contention that economics is in crisis (report, August 28; letter, September 4) has not the time come to abandon economic forecasting as beyond present human capacity?

There are two reasons for this. The first is that most of the crucial forecasts are relatively small balances between immensely larger magnitudes so that minor deviations of "fact" from "forecast" produce disproportionately large errors. Take the UK balance of payments as an example. This is the difference between total annual payments on each side of the account of around £200 billion.

Say it is forecast to amount to a deficit of £10 billion for the year ahead. A 3 per cent excess of payments over forecast will increase the deficit by about £6 billion, as will a 3 per cent deficiency of receipts. A combination of the two errors — which sadly may well happen — will increase the deficit forecast at £10 billion to an actual £22 billion.

Much the same goes for the public-sector borrowing requirement, a small balance between over £200 billion on each side of the account. No wonder fact and forecast diverge so often and by so much, giving a field day to the media and opposition politicians.

The second reason is that the number of variables which make up the economic system is so large, their interaction so difficult to determine with any precision, being concerned as it is with human behaviour, often erratic, even irrational, that the scope for error becomes enormous.

Who, for example, could have predicted that the combined effect of the property slump, growing unemployment and the fear thereof, would produce the present consumers' "strike", which has falsified so many expectations?

Confining ourselves to what has happened and its causes — difficult enough in all conscience — would be a great liberation from the thrall of economic soothsaying and avoid the disappointments which can be so demoralising, often making matters that are bad even worse.

Yours faithfully,  
S. GOLDMAN,  
3 Little Tangle,  
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Guildford, Surrey,  
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Business letters, page 23  
Sports letters, page 26





## COURT CIRCULAR

## BALMORAL CASTLE

September 16: The Queen was represented by Sir Joshua Rowley, Bt (Her Majesty's Lord Lieutenant for Suffolk) at the funeral of Admiral Sir Guy Grantham, former Governor and Commander-in-Chief of Malta, which was held in St James's Church, Knightsbridge, London. The Duke of Edinburgh was represented by Admiral of the Fleet Lord Lewin, KG.

The Queen and the Duke of Edinburgh were represented by the Earl of Wemyss and March, KT, at the Memorial Service for the Viscount Mairshiel, KT, which was held in Kilmacollin Old Kirk, Kilmacollin, today.

The Hon Mary Morrison has succeeded the Lady Susan Hussey as Lady in Waiting to The Queen.

## KENSINGTON PALACE

September 16: The Duke of Gloucester, Trustee, the British Museum, this morning opened the International Medal Federation Congress at Beveridge Hall, Senate House, University of London, Malet Street, London WC1.

Major Nicholas Barne was in attendance.

## ST JAMES'S PALACE

September 16: The Duke of Kent this afternoon opened The Felix Training Centre at the Army School of Ammunition, Kineton, Warwickshire.

Captain the Honourable Tom Coke was in attendance.

## Birthdays today

Professor Sir Donald Acheson, former chief medical officer, HM Government, 66; Miss Anne Bancroft, actress, 61; The Right Rev. J.J. Bavin, Bishop of Portsmouth, 57; Mr David Bingley, ballet dancer and choreographer, 35; Professor A.N. Brown, master, Churchill College Cambridge, 54; Marshal of the RAF Lord Craig of Radley, 63; General Sir Kenneth Darling, 83; Professor Naomi Dana, geneticist, 70; Miss Jennifer Dickson, photographer and artist, 56; Sir Desmond Donnell, former High Court judge, 63; Mr D. Fenner, former headmaster, Allen's School, 59; Mr Gwyn Francis, former director-general, Forestry Commission, 62; Sir Richard Gaskell, former president, Law Society, 56; Professor Sir John Hale, Italian historian, 69; Sir Desmond Heap, former Controller and City Solicitor, Corporation of London, 85; Mr Chaim Herzog, president of Israel, 74; Mr Desmond Lynam, broadcaster, 50; Mr Michael Morley, racehorse trainer, 53; Mr Stirling Moss, racing driver, 63; Air Commandant Dame Pauline Parsons, a former matron-in-chief, PMRAFNS, 80; Miss Dinah Sheridan, actress, 72; Miss Mary Stewart (Lady Stewart), novelist, 76; Sir Jack Stewart-Clark, MEP, 63; Miss Karen Straker, showjumper, 28; Mr Vernon C. Thompson, thoracic surgeon, 87; Professor Elizabeth Wilkinson, former professor of German, 83.

## Today's royal engagements

The Princess of Wales, as Patron of the Red Cross National headquarters at 9 Grosvenor Crescent, SW1, at 10.15.

The Duke of Kent, as Patron of the London Philharmonia, will attend a concert at the Festival Hall at 6.25 to mark the launch of the orchestra's residency and the opening of the South Bank Centre's 1992/3 concert season.

The Duchess of Kent will visit the Royal British Legion Village and Community Centre, Aylesford, Kent, at 11.00, and will attend a seminar in Maidstone at 1.00.

## The Times Concise Atlas of the World

A new edition of *The Times Concise Atlas of the World* is published today by Times Books. It reflects the enormous political changes that have reshaped the world map recently. Eighteen new states, as well as hundreds of place-name changes, are incorporated. The atlas is available from bookshops at £35.

## Memorial services

Viscount Mairshiel, KT. The Queen and the Duke of Edinburgh were represented by the Earl of Wemyss and March, KT, at a memorial service for Viscount Mairshiel, KT, held yesterday at Kilmacollin Old Kirk. The Rev Bernard Lodge officiated and gave an address. Lord Macdonald and Mrs Robert Steedman read the lessons.

The Lord Lieutenant of Renfrewshire and the Lord Lyon King of Arms attended and the Order of the Thistle was represented by the Earl of Elgin and Kinnaird, KT.

Professor G.L.S. Shadell.

A service of thanksgiving for the life and work of Professor G.L.S. Shadell was held yesterday at Aldeburgh Parish Church, Suffolk. Canon W.D. Hutchinson officiated. Professor Stephen Frowen and the Rev Dick Hare gave addresses.

## Dinner

Anchorites. Captain R.M. Kohler, RN, presided at a dinner given by the Anchorites last night at the Café Royal. Commodore P.L. Bryan was the principal guest.

## St Leonards and St Katharines Schools

Term began on September 1, with news of excellent examination results. The first contingent of 106 to reside in the new U6th Form House, formally opened by Lord Fraser of Carmyllie on July 7, achieved 99 percent A-level pass; 88 percent at Grades A-C and 61 percent A-B. The Sixth Form leaders' programme for the new session began on the first day of term with an address by Sir Kenneth Dover, Chancellor of the University of St Andrews. Subsequent speakers will include Mr Alec Salmon, MP, talking on "Scotland and Europe". Professor Howie will address staff on the subject of educational reform on October 5, when Poetry Week also begins. There are Open Days on Monday, October 5 (St Katharines) and Tuesday, October 6 (St Leonards) and the first half of the St Leonards term concludes with Inter-House Drama. The term as a whole ends with Carol Services in Holy Trinity Church (St Leonards) and in St Salvator's Chapel (St Katharines). Senior Week will take place from May 14-16. Entrance scholarships take place on Saturday, November 7. This includes scholarship entry into the St Leonards Sixth Form. Head Girl of St Leonards this session is Rachel Bonham-Carter, Captain of School is Charlotte Wilson.



The Duke of Kent (centre) holds tightly on to his beret during an Army helicopter demonstration at Kineton yesterday

## How the Army stays one step ahead of terrorists

By CRAIG SETON

A £4MILLION centre that is said to be the world's most advanced facility for bomb disposal operators to be trained in realistic surroundings was unveiled by the Army yesterday.

The 100-acre centre, at the Central Ammunition Depot at Kineton, near Warwick, will be used to train Explosives Ordnance Disposal Operators (EOD) to deal with emergencies ranging from terrorist bombs to explosive devices from the second

world war. It includes houses, a railway station with working trains, a pub, hotel, a garage and a farm.

The facility was officially opened yesterday by the Duke of Kent, who watched demonstrations illustrating terrorist incidents in which bomb disposal experts had been involved. It will be used by the Army's School of Ammunition to train bomb disposal operators from the three British armed services and personnel from overseas and is designed to provide a realistic simulation of urban and rural loca-

tions in which they may have to work. The centre has five acres of separate urban complexes within a large rural area, each of which has been fully equipped. The houses are fully fitted with furniture and central heating and the hotel has beds.

The school of ammunition trains officers and technicians from the Royal Army Ordnance Corps to deal with terrorist bombs, which they refer to as "improvised explosive devices". Because of the global scope of terrorism, it now gives training to operators

from the armies and security forces of over 50 countries and is recognised as the world's leading training centre.

A spokesman, identified only as Colonel Trevor, said the new facility would help give bomb disposal teams the edge over terrorist bombers.

The corps has become one of the most decorated in the British Army since 1945. The 23 officers and non-commissioned officers who have died while on duty are commemorated by a memorial and garden of remembrance at Kineton.

## Architecture

## Piano wins Berlin contest

By MARCUS BINNEY

RENZO Piano, the leading Italian architect, has won the coveted commission from Daimler-Benz for the development of its vast site on Berlin's historic Potsdamer-Platz, which many feel will become the spiritual heart of the reunited city.

Daimler-Benz began negotiations for the site adjoining the Berlin Wall even before the collapse of East Germany's communist regime. With the demolition of the wall, the site increased dramatically in value. Public outcry mounted at the sale of so central a site to commercial interests and a planning officer was killed by a letter-bomb. Criticism centred on the high density of offices and lack of public open space.

When the new owners, which included Sony, commissioned a futuristic master plan from Sir Richard Rogers and Partners, the city fathers launched their own competition. This was won by Munich architects Hilmer & Sander, with a conservative scheme for lower buildings reflecting the layout of the area before it was

totally devastated by fighting at the end of the second world war. Daimler-Benz says its brief now follows the city's new guidelines in providing a mix of offices, shopping and residential.

Piano won the competition against 13 other contenders with the German Oswald Ungers taking second place, Japan's Arata Isozaki third, and Sir Richard Rogers fourth.

Honor Chapman of Jones, Laing Wootton, who advised on the brief, explained: "Piano has particularly exciting approach to the public space. He has created a new public square in front of the old public library at the edge of the site, flanked by a new music theatre, with direct links provided to the great museums near by. If the promised infrastructure is provided and the underground stations reopened, Potsdamer-Platz can be the spiritual heart of the new capital."

The 3.5 million square feet Daimler-Benz site compares in size with London's

Broadgate. Daimler-Benz has retained the option of incorporating elements from all competition entries and runners-up may receive commissions for individual buildings.

Daimler-Benz is the parent company of Mercedes and its headquarters will remain in Stuttgart but the company's computer arm, Debitis, will have its main office in Berlin.

On an adjoining site Sony have just ended another international competition with first prize awarded to Helmut Jahn from Chicago for a scheme centred on entertainment and information technology shopping.

If the planning application proceeds smoothly Daimler-Benz hope to begin building in 1994 and to complete the first phase in 1996.

Renzo Piano was formerly in partnership with Sir Richard Rogers and together they won the commission for the Pompidou Centre, the first of the grand projects in Paris. Since they set up practice independently, Renzo Piano has won competitions all over the world.

## Bishop's warning

## More clergy facing jobs squeeze

By RUTH GLEDHILL, RELIGION CORRESPONDENT

CLERGY could face job cuts in the diocese of Bath and Wells if churchgoers fail to increase giving, the Bishop of Bath and Wells, the Right Rev Jim Thompson, said yesterday.

The bishop, who has called his 260 clergy to a meeting later this month to discuss the difficulty, said the church could no longer afford a "heavily subsidised life". Teams of laity have been trained to visit parishes and promote more giving.

The bishop said later that the sudden rise in interest rates had not altered his plans. Church members in Bath and Wells give an average £17.3 a week, compared to a national average of £22.1 and a diocesan target of £4.30.

The bishop said he hoped to avoid reducing clergy numbers, but added: "If we are going to maintain the ordained stipendiary ministry at the present level and pay a salary commensurate with other dioceses we face a stark

choice and we must tackle the financial situation."

Other dioceses have already announced job cuts and appealed for higher giving. Last November, the Bishop of Lincoln, the Right Rev Robert Hardy, said one in ten clergy jobs in Lincoln were to go. Also last year, the diocese of Chelmsford announced that 20 jobs would disappear through natural wastage.

Bishop Thompson said: "This is not just a matter of money but one of spiritual life." The reduction in funds given to dioceses by the Church Commissioners, who manage the Church of England's investments and who have been hit by the recession, meant parishes had to pay more for the ministry they received. At present, few succeed in paying for the whole cost, the bishop said.

He conceded that his plan to increase giving would be affected by the interest rate rise but said he was placing his faith in prayer.

## Forthcoming marriages

Mr S. Farley and Miss C.P. McKenna. The engagement is announced between Sean, son of Mr and Mrs H.E. Farley, of Knotsford, Cheshire, and Collette Paula, youngest daughter of Mr and Mrs P.A. McKenna, of Kennington, London.

Mr S.G.C. Faulkner and Miss A.L. May.

The engagement is announced between Simon, younger son of the late David Faulkner, and of Mrs Vanessa Faulkner, of Lady Street, London, and Alexandra, youngest daughter of Mr and Mrs David May, of Wittersham, Kent.

Mr C.A. Harris and Miss J. Karaki.

The engagement is announced between Colin, son of Mr and Mrs Martin Harris, of Wimbledon, and Junko, daughter of Mrs Tomoko Karaki and the late Dr Yasuteru Karaki, of Tokyo.

Mr M.D. Hughes and Miss H.L. Miller.

The engagement is announced between Michael David Hughes, son of Mr L.W. Hughes, of Boar of Glarn, Inverness-shire, and Mrs D.S. Swain, of Lonsford, Warwickshire, and Heather Louise Miller, daughter of James and Iris Miller, of Murrayfield, Edinburgh.

Lieutenant Colonel A.J.R. Jackson and Miss A.K.W. Greer.

The engagement is announced between James, elder son of the late Major General A.J. Jackson and of Mrs James Jackson, and Anna, elder daughter of the late Mr A.H.C. Greer and of Mrs Alec Greer.

## Marriages

Mr P.A. Collier and Miss D. Nyberg.

The marriage took place on September 12, 1992, at St Peter's Church, Cowfold, Sussex, of Mr Patrick Anthony Collier, youngest son of Mr and Mrs Peter Collier, of Cowfold, and Miss Dore Nyberg, only child of Mrs Vibeke Nyberg, of Copenhagen, Denmark. The Rev Basil Brenton officiated.

The bride was given away by her mother, Mr Peter Gavin was best man.

A reception was held at Trelawny House, Cowfold.

Mr D.A. Sinyard and Miss M.L. Dunsmuir.

The marriage took place on September 12, in Brighton, between David Sinyard and Miranda Dunsmuir. Mr M.M. Wilkinson and Mrs M.L. Fox.

A service of blessing was held on Saturday, September 12, 1992, at the Church of St. Mary Magdalene, Capstone, Sherborne, Dorset, following the marriage of Mr Michael Murray Wilkinson and Mrs Marie Louise Fox.

## Anniversaries

BIRTHS: Francisco de Quevedo y Villegas, poet, Madrid, 1580; Samuel Prout, water colour painter, Plymouth, 1783; William Carlos Williams, poet, Rutherford, New Jersey, 1893; Sir Francis Chichester, yachtsman, Barnstable, 1891; Sir Frederick Ashton, ballet dancer and choreographer, Guayaquil, Ecuador, 1906.

DEATHS: Tobias Smollett, novelist, Leith, 1771; Alfred de Vigny, poet, Paris, 1863; Walter Savage Landor, writer, Florence, 1864; William Henry Fox Talbot, pioneer of photography, Lacock Abbey, 1844; James J. Hill, Folke Bernadotte, UN mediator, assassinated, Jerusalem, 1948; Dame Lilian Braithwaite, actress, London, 1948; Laura Ashley, designer, 1985; Pat Phoenix, actress, 1986.

## Appointment

Mr John Edmund Frederic Lindsay, QC, to be a Justice of the High Court, assigned to the Chancery Division.

Telephone 071 481 4000

ANNOUNCEMENTS

Telefax 071 782 7827

Live as those who are free: not however as though your freedom provided a cloak for wrongdoing but as those who are free, are free in God's service. Peter 2: 16

## BIRTHS

ANDREWS - On August 19th, to Caroline and Stuart, a son, Henry Alexander.

BROWN - On September 2nd 1992, to Mary (nee Agnew) and Robert, a son, Edward John, a brother for Alexander.

CAMPBELL - On September 15th to Catherine (nee Murray) and Alan, a daughter, Harriet Constance, a sister for Charles.

COLLINS - On September 9th 1992, to Angel and Ben, a son.

FARGUHAN - On September 14th, to Chrissy (nee Hodson) and Howard, a son, Arrian Robert Kenneth, a brother for Moray.

GLEAVE - On September 6th, to Mark and Anna (nee Mulhern), a son, Edward, a brother for Grace.

SULLIVAN - On September 11th, to Hilary (nee Gay) and Kevin, a daughter, Alexandra Lucy, a sister for Patrick.

THORNTON - On September 14th, to Rosemary (nee Lickies) and Mark, a daughter, Louisa.

VIVANTI - On September 9th at the Humana Hospital, Wellington, to Mandy (nee Grayson) and Angela, a son, Mitchell Marco.

WHEATLEY - On September 1st, to Catherine (nee Wood) and Simon, a daughter, Fleur Elizabeth Catherine.

**DIAMOND ANNIVERSARIES**

MOTTWEBBER - George and Ruby married September 17th 1932, at St Mary and St Andrews Church, Watlington, Oxford. Celebrated by the Rev. Rollo Meyer. Present address: 43 Golf Road, Pararua Beach, New Zealand.

## ACKNOWLEDGMENTS

AMOS - Betty, widow of the late Victor, William John Amos, and the family would like to thank all those who have helped and comforted them during their bereavement. Victor died on September 15th at 11.30 am.

CORFIELD - On September 13th, James Robert Corfield aged 67 years, died at home, peacefully, after a long illness. Burial at St Thomas Church, Chertsey, Surrey, on Tuesday, September 22nd at 11 am, followed by burial at St John's Cemetery, Aylesbury. Enquiries to Hatterfield, Chertsey, Surrey (0246) 232820.

CURTIS BAIN - On September 13th, Diana Emma aged 87, wife of the late Mr William Curtis Bain M.C., D.M., F.R.C.P., Much loved mother of Jean, Leslie, Colin and the late Hugh. Also a much loved grandmother.

EDWARDS - On September 18th 1992, peacefully at home, Jessie Beatrice (Tina), in her 102nd year, of Aldridge, Staffordshire. Deceased wife of the late Tony, who will be sadly missed by her many close friends. All her relatives and friends are invited to her funeral service at Ipswich Crematorium, Ipswich, on Tuesday, September 22nd at 2.00 pm. Flowers may be sent to St Matthew's Church, Ipswich, Suffolk. Tel. 0473 252244.

GIFFORD - On September 7th, at home, Angela, daughter of Roger and Jane, and a devoted wife and mother, established in her name for Cancer Research Campaign.

HERROD - On September 13th 1992, Nick, Private family funeral on Friday, September 18th at St Matthew's Church, Langford, near Lechlade, Glos. Flowers may be sent to St Matthew's Church by 11 am on Friday, September 18th, thereafter to Stow Cemetery for 12.45 pm.

MACMILLAN - On September 13th, John Macmillan (Lawrence) of Laureldale, suddenly, dearly loved husband of Marie, and father of Penelope and Robin and sister Sandra. Service at High Cross Church, Melrose, at 11 am on Friday, September 18th, thereafter to Stow Cemetery for 12.45 pm.

RAYNER - On August 31st 1992, Dorothy Mary, late of Regent, Rugby, Warwickshire. Celebrated by the Rev. Canon G. Williams, Leamington and Rugby.

REYNOLDS - On September 13th 1992, peacefully, after a long illness, at home, aged 87, Mrs. Mary Ann Reynolds, nee Jones, of 11, St. John's Road, Leamington Spa, Warwickshire. Burial at St. John's Church, Leamington Spa, on Tuesday, September 22nd at 11 am. Enquiries to Hatterfield, Chertsey, Surrey (0246) 232820.

REYNOLDS - On September 13th 1992, peacefully, after a long illness, at home, aged 87, Mrs. Mary Ann Reynolds, nee Jones, of 11, St. John's Road, Leamington Spa, Warwickshire. Burial at St. John's Church, Leamington Spa, on Tuesday, September 22nd at 11 am. Enquiries to Hatterfield, Chertsey, Surrey (0246) 232820.

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## DEATHS

BLANES - On September 13th, Norman, Priest of the Community of the Resurrection, in the 82nd year of his age, and the 27th year of his profession, R.I.P. Solemn Requiem and burial at the House of Resurrection, Kilmacollin, took place on September 15th at 11.30 am.

LEVINSOHN - On September 13th, peacefully, after a long illness, at home, aged 78 years, Mrs. Rose Levinsohn, nee Rose, widow of the late Mr. David Levinsohn, and mother of the late Mr. David Levinsohn, and mother of the late Mr. David Levinsohn. Burial at St. John's Church, Leamington Spa, on Tuesday, September 22nd at 11 am. Enquiries to Hatterfield, Chertsey, Surrey (0246) 232820.

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## DEATHS

TARVER - On Monday September 14th, 1992, at Flowerdown Nursing Home, Winchester, Margaret, beloved wife of the late Mason General Charles Tarver. Much loved mother, grandmother and great-grandmother. Funeral at Salisbury Crematorium on Thursday, September 24th, 1992, at 11.30 am. C/o Flowerdown Nursing Home, Winchester, for details. Tel. 01962 511111.

TAYLOR - On September 15th, aged 77, John, documentary film producer. No funeral at his own request.

ZIEGLER - On September 13th 1992, Kitty, Private family funeral on Friday, September 18th at St. Matthew's Church, Leamington Spa. Flowers may be sent to St. Matthew's Church by 11 am on Friday, September 18th, thereafter to Stow Cemetery for 12.45 pm.

ZIEGLER - On September 13th 1992, peacefully, after a long illness, at home, aged 78 years, Mrs. Rose Levinsohn, nee Rose, widow of the late Mr. David Levinsohn, and mother of the late Mr. David Levinsohn, and mother of the late Mr. David Levinsohn. Burial at St. John's Church, Leamington Spa, on Tuesday, September 22nd at 11 am. Enquiries to Hatterfield, Chertsey, Surrey (0246) 232820.

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## OBITUARIES

## GEORGES-HENRI MARTIN

Georges-Henri Martin, former editor-in-chief of *La Tribune de Genève*, died in Geneva on September 2 aged 76. He was born there on June 20, 1916.

THE media as a whole in French-speaking Suisse Romande owes much to Georges-Henri Martin for his pioneering work in the introduction of investigative journalism. This was begun in the early 1960s, at the start of his two decades as editor of what was then Geneva's evening paper. The *Tribune* is now a morning daily.

Martin's upbringing shaped his whole life. His father, William, in addition to being the editor of the daily *Journal de Genève*, was the author of *Histoire de la Suisse*, a book highly regarded as an accurate, authoritative and scholarly account of his country's evolution. Inducted in him from the outset was a deep appreciation of what education could achieve. In



addition to graduating in law and economics at Geneva University Martin was awarded a bourse for the study of public affairs in the United States.

Georges-Henri Martin spent some ten years in America, reporting for *France-Soir* and other newspapers. He was a strong candidate for the role of new broom, of which the

*Tribune* was in clear need. Through years of doing well, the press in the Suisse Romande was comfortably complacent, disposed to avoid anything that might rock the boat or incur official displeasure.

Fresh from American journalism, where the power of the press was recognised and often exerted, the cosmopolitan Georges-Henri Martin at once perceived ample scope for innovation, when he returned to Switzerland as editor. With a sharp eye for promise, he recruited talented young journalists, many of whom went on to top positions in the media.

Martin directed a large part of his energies to creating the International Baccalaureat (IB), now accepted by universities in some 60 countries. The first such certificates were presented by Lord Mountbatten at the Geneva International School in 1971.

It was through Georges-Henri Martin with his American connections that the Twentieth Century Fund, of which he was a council member, provided the money needed to get the IB firmly established. He was also on the board of the International School, a member of the Swiss national commission for Unesco and of the International Press Institute. After retiring from the *Tribune* in 1981, he became president of the academic council of Geneva University.

During his years with the newspaper, he spoke out without fear or favour, sometimes in political campaigns where his editorial frankness was such as to compel him on departure to express gratitude for "the extraordinary liberty of thought and action, the unique editorial latitude" permitted by the management, and sometimes much resented by local politicians. His agreeable personality, intelligence and ready smile tended to disarm even those to whom his words were directed.

Martin is survived by his wife, Simone, and their son.

Paul Martin, a prominent Canadian politician who served in the cabinets of four prime ministers and later became Canadian high commissioner to Britain, died in Windsor, Ont., on September 14 aged 89. He was born June 23, 1903.

PAUL Martin was a Liberal MP for 33 years, from 1935 to 1968, and for 29 of those years he was a cabinet minister — a period in Canadian government office second only to that of the late prime minister, William Lyon Mackenzie King.

He is best remembered as a crusading minister of health and welfare from 1946 to 1957, and as external affairs minister from 1963 to 1968. In the former job he introduced a number of trail-blazing social programmes, including state-supported, universal hospital insurance, and helped pave the way for Canada's present-day medicare system.

As external affairs minister, he helped lead the United Nations into establishing a peace-keeping force for Cyprus in 1965 — and had a Canadian contingent of troops en route to the Mediterranean island even before the UN made its final decision to get involved.

Martin was a remarkable combination of grass-roots yet national politician and international statesman. Of medium height and thoroughly unremarkable in physical appearance, he viewed politics — as he often said — as the noblest of callings. Early in his career his interest in politics expanded to the international arena. In 1938, three years after becoming an MP for the industrial city of Windsor, which he continued to represent through his 33 unbroken years as an MP, he was a Canadian delegate to the League of Nations Assembly in Geneva.

The first volume of his three-volume autobiography, *A Very Public Life*, published in 1983, describes his despair at the signing of the Munich

## PAUL MARTIN



agreement, which took place the night before the assembly adjourned. Passing through Paris on his way home to Canada, he saw crowds cheering French premier Edouard Daladier who, with Britain's Neville Chamberlain, had negotiated the agreement with Hitler. While the French cheered, "I shook my head", Martin recalled. "The League of Nations had been shorn of its powers to avert war by the very nations who strove so feverishly to avoid catastrophe."

Because of his abiding interest and expertise in foreign affairs, Martin was the perennial head of Canadian delegations to the UN General Assembly in the first half of the

1950s, while he was still health minister. In 1955 he played a key role in breaking a cold-war-induced log-jam of membership applicants that had strangled the world organisation for years and kept it from growing.

Martin worked with diplomats from a number of countries, including Britain and New Zealand, in putting together a delicately balanced plan that brought 16 pro-western, neutral and communist countries into the UN.

The son of a French-Canadian mother and a father of French-Canadian and Irish descent, Martin happily straddled the divide between French-speaking and English-speaking Canada. He thought

as well as spoke in both the country's official languages.

He was the eldest of 11 children in a family of extremely limited means, headed by a happy-go-lucky grocery store clerk. "I doubt whether my father earned more than 20 dollars a week in his whole life," Martin once remarked.

Relative poverty, however, and an attack of spinal meningitis at the age of four that left him slightly disabled, did not prevent Martin from equipping himself with an excellent education. He attended St Michael's College and Osgoode Hall law school in Toronto on scholarships after graduating from high school. Later he obtained a master's degree in law from Harvard and attended Cambridge as well as the Geneva School of International Studies.

On his return from overseas he joined a law firm in Windsor and a year later founded his own legal practice. He remained associated with the firm throughout his time in parliament, beginning with his election as an MP in 1935.

Martin was three times a candidate for the Liberal party leadership, losing out on each occasion to men who became prime ministers: Louis St. Laurent in 1948, Lester Pearson in 1958 and Pierre Trudeau in 1968. After his loss to Trudeau he resigned as an MP and was appointed government leader in the senate, and minister without portfolio. He ended his public career as high commissioner in London from 1974 to 1979.

Martin's prowess and diligence as a politician were remarkable. He seldom forgot to send a card or make a telephone call to mark a constituent's wedding or birthday. On his travels abroad his first utterance on arriving at a party where Canadians were gathered would frequently be: "Is anybody here from Windsor?"

He is survived by his wife, Nell; a son, Paul Jr., a prominent Liberal front-bencher in the House of Commons; and a daughter, Mary Anne.

## TED WEISS

Ted Weiss, a long-serving Democratic member of the House of Representatives who was one of the most outspoken advocates of liberal policies in the U.S. Congress, died of heart failure in Manhattan on September 14 aged 64. He was born in Gava, Hungary, on September 17, 1927.

DEMOCRATIC politics in New York City are not infrequently bizarre, and it is not unknown for the dead to walk at polling stations. Still, Ted Weiss may have set some sort of posthumous record by dying one day, and winning an election the next.

Weiss, a gentle, humorous man, who never strayed from his political principles, would probably have enjoyed the last-minute panic his death brought to the party establishment. In dying on the very eve of New York's Democratic primary elections, the man who called for the impeachment of President Ronald Reagan after the United States invasion of Grenada had set the cat among the pigeons once again.

Weiss, who had represented a constituency on the west side of Manhattan for the past 15 years, was facing one opponent in the primary: Arthur R. Block, of the militant fringe New Alliance party. Local Democratic party leaders did not want Block to win, but they were unconcerned. Weiss was a popular Congressman, sure to win the primary and go on to retain his seat in November's general election. Until, that is, he died.

There was only one way to stop Block now. Scarcely pausing to offer condolences, Democratic officials began pleading with voters to vote for Weiss anyway, even if he was dead. Under the arcane New York election laws, if a candidate dies between the primary and general elections, the leaders of his party get to choose his successor. But first, Weiss had to win.

The *New York Times* weighed in, endorsing Weiss as a valuable voice for humanitarian concerns, and urging Democrats to vote for him, alive or dead. Their vote, said the *Times*, would serve as a tribute to a true representative of his old liberal constituency. It would also keep the troublesome Mr Block from getting to Congress, since a November victory for the Republicans in West Manhattan was unlikely.

## Jim Nabbie

JIM Nabbie, lead tenor for the close-harmony vocal group the Ink Spots for 47 years, has died aged 72.

The Ink Spots began in 1932, and Nabbie was brought into the group in 1945 by founder Deek Watson. The group had a number of hits in the 1930s and

thinkable. And so it proved. When the votes were counted the clear winner was Ted Weiss (deceased).

During his years in Congress, which followed a 15-year stint on New York city council, Weiss became known as the conscience of the House. For his colleagues, even those who fundamentally agreed with him, his positions could be infuriatingly independent. He once voted against legislation to increase penalties for child pornography, arguing that the bill was a thinly-veiled attack on civil liberties, and lost by 400 to 1.

From help for the homeless and mentally ill, to support for more spending to combat Aids, Weiss's concerns covered the whole liberal spectrum. He had come to the US from Hungary in 1930, brought by his mother when anti-Semitism began to spread through Europe.

His father, from whom his mother had been divorced three years earlier, stayed behind and eventually survived a concentration camp before dying in 1948.

Weiss served in the US Army after the second world war, and used the GI Bill to get a law degree from Syracuse University in 1952. He became an assistant district attorney in Manhattan before



launching his political career in a successful battle against the Democratic political machine of Carmine De Sapio.

Ed Koch, former New York mayor, said of Weiss: "Whatever room he entered, a living room or the halls of Congress, he was the conscience of that room. There were times when I thought he would impeach God, but even then you knew he would be intellectually honest."

Ted Weiss is survived by his wife, Sonya, and two sons.

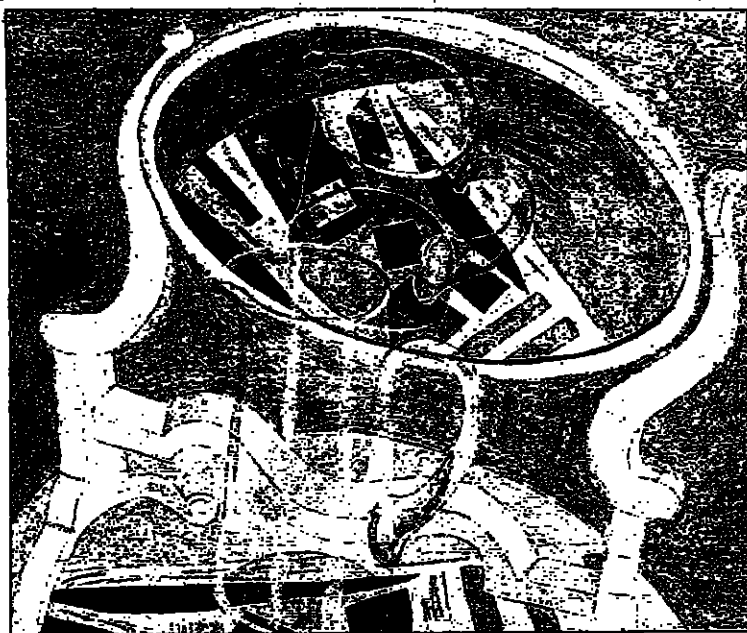
## E. Q. NICHOLSON

E. Q. Nicholson, British painter and fabric designer, has died aged 83. She was born in Chelsea on November 4, 1908.

ALTHOUGH "E. Q." (as she was always known) was a Nicholson only by marriage, her work has always been seen in the context of that extraordinary family's achievement and particularly in the light of her brother-in-law, Ben Nicholson. This is understandable, and reflects an undeniable truth about the artistic influences in play on her work, but it does tend to underestimate her genuine individuality.

It also has something to do with her intense modesty about her own work, particularly the "fine art" side of it. Her whole career as a painter lasted for barely 15 years, from the end of the 1930s to the early 1950s, when she gave up painting she forgot all about it and expected that everyone else would do likewise.

It was only three decades later that this quite considerable body of work surfaced again and received some measure of the attention it deserved. Characteristically she had nothing to do with its promotion herself and, though quite pleased, was fairly surprised at all the fuss.



E. Q. Nicholson's characteristic "Still life with mirror"

Her attitudes to her painting may well have had something to do with her brief and unencouraging experience at the Slade. She entered it around 1926, under protest, and

survived there for a mere three weeks of Tonks's tuition before she left (dismissed, she insisted) with no regard at all for the school's routine of training and no feeling that it would

do her any good. She came of a literary family — her father was the novelist L. H. Myers — and from early childhood she lived in the centre of artistic Chelsea, among friends of her parents such as the sculptor Frank Dobson and Ben Nicholson and his first wife Winifred. This was an evocative influence on her.

Her natural tendencies led her away from fine art and towards the crafts. After leaving the Slade she went to Paris for two years and there learned batik technique. Back in London she worked in the studio of the designer Marion Dorn, wife of McKnight Kauffer, the poster artist, and when her parents moved to Cambridge she decorated their house throughout.

In 1930 she met Ben Nicholson's brother Christopher, known as Kit, and the following year they were married. He was an architect and designer; EQ continued with her own textile work and assisted him in various capacities. Later in the 1930s she experimented with textiles, pattern-printed from lino cuts and this was the way that most of her most famous designs were to be produced.

With the war she moved to the country with her fast-growing family, and always maintained that she took

up painting seriously there, as the only way of not going mad with boredom. Her attitudes remained essentially urban, though the family remained at the Mill House near Aldershot for eight years, until shortly after Kit was killed in a glider crash in July 1948.

She had still not really considered having an exhibition of her work, but she needed the money and allowed herself to be persuaded by her friend the painter, John Craxton, who introduced her to Erika Brausen of the Hanover Gallery. Her first show there in 1950 attracted attention, but she persisted in taking her career as a painter very casually, and soon gave it up altogether. Despite this, and the decidedly Nicholsonish character of her typical still-lives, she had a small but unmistakably original talent, and painting seemed to come to her as second nature. The more recent rediscovery and reevaluation of her painted work made little practical difference to her life.

She was a friendly, social person, but believed in keeping her thoughts about art to herself, and looked on quizically while others enthused. Happily, she was one of those few artists the world refuses to take at their own valuation.

## Art dealer retires

## Leggatt ends link with Regency London

BY JOHN SHAW

SIR Hugh Leggatt, doyenne of art dealers and a prominent heritage campaigner, announced his retirement yesterday and the closure of Leggatt Brothers, a gallery with its roots in Regency London.

Sir Hugh, aged 67, is the fifth generation of his family to run the firm, founded in 1820.

He was assisted by his sons, Charles, aged 38, and Martin, aged 36, but the retirement of a partner combined with his own ill health forced closure of the business in Duke Street, St James's.

"I have not had a proper holiday for years and I really needed a long one after my illness so I decided in consultation with my sons that retirement was probably a good thing," he said.

"If you are going to be a great success in the art world nowadays you need huge amounts of capital to buy really fine pictures and I think that was a daunting prospect for the boys."

"They felt that with my partner retiring, the fact that I have been so unwell and wanted to retire too, they did not want to continue the business and so, with the



Sir Hugh Leggatt: Doyenne of art dealers

greatest possible sadness, they decided to close down at the end of the month."

He said the recession had not been instrumental in the move but it looked as though the art dealing world was in "for a very quiet five years".

The gallery's freehold will now be let and his sons will carry the firm's accumulated good will with them as they search for jobs with other dealers or auction houses in the close-knit London art world.

Sir Hugh has been honorary advisor to the National Portrait Gallery and its Scottish counterpart in Edinburgh since 1946.

A public spirited man, the service was carried out without payment. During that time he has bought countless pictures on their behalf, once securing a famous portrait of John Milton, the poet, for a bargain £35.

He was also the only art dealer to serve on the Museums and Galleries Commission where he spent almost ten years.

Sir Hugh is to give up these posts but Sir Denis Mahon, an art historian and former trustee of the National Gallery, said last night that many in the art world hoped Sir Hugh's experience would continue to be used part-time.

Sir Denis said: "He has been a man with two lives really, as a dealer where he was one of the knowledgeable, courteous, old fashioned school who are sadly thinner and thinner on the ground these days."

"His other life was defending the heritage of this country and what he did behind the scenes is immeasurable, particularly over acceptances in lieu of tax and museum tendemities for exhibitions."

He said Sir Hugh had argued the merits of museum indemnity for insurance purposes with Treasury civil servants for hours "explaining patiently that this would be a beneficial thing for the country and that the department would not lose by it. And they have not. People have had the joy and pleasure of innumerable exhibitions here over the years which they would not have had otherwise. He has been a fighter for the arts and a lot of people owe him a great deal."

Graham Carlsson Greene, chairman of the Museums and Galleries Commission, said Sir Hugh was a doughty fighter for the nation.

"Nobody could be more indefatigable and yet at the same time caring for both sides to make sure a fair deal was achieved for the country and for the owners or the estates concerned."

"He was such fun, a great tonic for us all. I have never seen anybody who devoted themselves to the public interest in the way he has done — a great man."

## International event

## Harrods to host antiques fair

BY JOHN SHAW

THE growing number of antiques fairs in London was increased this week with the announcement of a major new international event to be held at Harrods in Knightsbridge next year.

Brian and Anna Haughton, ceramic dealers, already run specialist ceramics, silver and jewellery events combined with educational seminars at the Park Lane Hotel, Piccadilly.

They branched out to master-termining an international dealers' show in New York in 1989 which rapidly became the leading fair of its type in the United States.

The Al-Fayed brothers, who control Harrods, are keen antique art and antiques enthusiasts and a visit to the show led them to invite Mr and Mrs Haughton to start a similar event in London.

There will be a charity preview on November 11 and the fair itself will run from November 12-17. More than 75 British, American and continental dealers will take stands on 28,500 square feet of the store's third floor. It

attracts 35,000 visitors a day rising steeply before Christmas.

A growing number of fairs dot the fine art calendar and next year sees the launch of the British antique dealers' fair in May, Grosvenor House, the traditional end-of-season event, takes place in June and no less than six others follow on in the autumn.

Asked if their new arrival might not be a fair too far Mrs Haughton said: "No, ours is international. There isn't going to be an international one. That's what makes us different."

"Burlington was international but that's no longer with us and it's the one thing, frankly, we always thought was missing here. This is really an international business nowadays. We started the New York one because there was none in New York."

"The international aspect is something we are very keen on. It's funny we had to go over there to establish the concept and then bring it back to Britain."

## SEPT 17 ON THIS DAY 1928



In the years between the wars to bring to public attention to the number of road accidents. The *Times* made a regular feature listing recent mishaps. It will be noted here how often motor-cycles were involved.

## ROAD ACCIDENTS

Eight people were injured in a collision between a motor-omnibus and a light motor-car on the main London road at West Malling, near Maidstone, on Saturday afternoon. George Curd, an elderly man, of Wrotham Heath, who had his spine and one leg fractured, is in West Kent Hospital, Maidstone, in a critical condition.

Two motor-cyclists, Harry Dams, 22, and Reginald Jackson, 23, both living at Denon Road, Willesden, were killed on Saturday morning, when their motor-cycle came into collision with a van belonging to Messrs J. Lyons and Co., at Neasden.

A motor-cyclist and his pillion companion were killed in a head-on motor-cycle collision on the Colnbrook by-pass road on Friday night. The cyclist was Glenmore Beaudere Webb, 18, of Rosthig, Kent Rise, Burnham, near Slough, and the pillion passenger, George Davis, 17, of Orchard View, Kent Rise, Burnham.

Mr William Thomas Macmillan of Kilmain Road, Fulham, a motor-cyclist, was killed in attempting to avoid a motor-omnibus and a lorry on the London-Folkestone road between Farningham and Lunon (Kent) on Saturday night. Mr Macmillan was riding a motor-cycle combination, with his wife and little son in the sidecar. The combination was smashed, but Mrs Macmillan and her boy were uninjured.

The body of Mr James Pegg, 44, of Ilkley, Yorkshire, was found by children on Saturday evening lying in a ditch by the roadside at Great Thurlow, Suffolk. A damaged motor-cycle was

near by. Marks in the roadway seem to indicate that he skidded taking a sharp turn and was thrown heavily to the ground, fracturing his skull.

Mrs Elizabeth Foster, aged about 55, of Queen's Road, Hackney, died from a fractured skull in Hackney Hospital yesterday, after being knocked down in Mare Street, Hackney, by a motor-cycle.

Mrs Elizabeth Hill, 71, of Great Clacton, died yesterday in Colchester Hospital from head injuries received when a motor-car in which she was travelling came into collision in Greenstead Road, Colchester, with a motor-coach. The motor-car was overturned and the occupants were thrown out. Her daughter and son-in-law, Mr Bryant, were slightly injured, and were also removed to hospital.

A man was killed in a motor accident on the Watling Street near Loughton yesterday. A saloon car driven by Alex Forsyth, of Bannockburn, with whom were his brother, John Forsyth, also of Bannockburn, and Stephen Courtie, of Dundee, came into collision with a motor-lorry which they were overtaking. Courtie was killed. John Forsyth lies very seriously injured at the Northampton Hospital, and the driver is also in the hospital.

Mr Robert Plimmer, of The Mount, Shrewsbury, and Miss Joan Bagley, of Moorfields, were returning along the Holyhead road from Llangollen carnival on motor-cycles on Saturday night when, at a sharp bend near the golf links, they crashed into a motor-car driven by Mr Thomas Evans, of Glyncuorrig. Mr Plimmer and Miss Bagley were both seriously injured.

A motor-car driven by Smirke, the jockey, and a motor-cycle ridden by Stanley Rand, 22, of Huntington Street, Barnsley, London, came into collision yesterday morning in the London road, Ewell. Rand suffered a severe compound fracture of the right leg and cuts on the head and arms. He lies in a serious condition at Epsom Cottage Hospital.









BOOKS p4.5  
Keith  
Waterhouse  
on Rupert  
Murdoch

# LIFE & TIMES

THURSDAY SEPTEMBER 17 1992

APPOINTMENTS  
Fifteen pages  
of the best  
management  
jobs

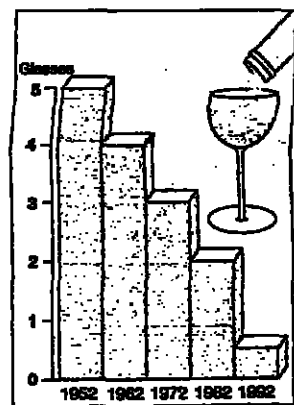


## What do you want, a diagram?

How Robert Llewellyn draws the sting of the "sex war"

We all now realise that when we run across a youngish chap, bare-chested but hairless, baby over one shoulder and bicycle over the other, dishevelled in his right hand and a bag of eco-friendly coir-based compost in the left, with maybe a dumbbell clenched between his thighs, we have met a New Man.

For most of us, the options are escape, envy or laughter. Robert Llewellyn draws graphs. It is his way of pricking the self-importance of those who have become infatuated with the hullabaloo over New Man. His bluntest graph plots time against glasses of wine to show "Amount of wine drunk by women before they believe all men are bastards 1952-1992". The figure has shrunk from five glasses to barely one now. The diagrams are woven into a spoof lecture, shown on Channel 4 tonight and published next week as a book, called *The Reconstructed Heart, or How to spot the difference between a normal man and one who does the housework, is great in bed*.



Amount of Wine Drunk by Women Before They Believe all Men are Bastards 1952-1992

and doesn't get all off when you mention words like love and commitment.

In the guise of a "psycho-sexual consultant" discussing masculinity in the 1990s, Llewellyn parodies both chauvinist man and the reconstructed male, who is just as slobbish but feels guilty about it. New men find that learning to wash dishes, cry and write poems is not enough to sweep away "the sins and torments of five thousand years of patriarchal oppression" overnight.

Llewellyn is caustic about the grimmer side-effects of reconstructed manhood. These are typified by Pete, a Sydney graphic designer who on an average day "reads about male violence in the Sydney Morning Herald and felt in some way implicated" and was then smiled at by a woman on his way to work and "was pleased about this internally, but felt too strong an attachment to his partner to do anything about it".

Pete would have been a natural buyer of the new man's monthly magazine *Spare Part*, "A magazine for men (that women can buy as well) [but don't have to]".

JOE JOSEPH

● Robert Llewellyn's new comedy lecture "From Volvo to Yuba, The Male Journey to Understanding Women" opens tonight at London's Bloomsbury Theatre until September 19.

## From the roof of the world

Richard Cork marvels at the new exhibition of Tibetan sacred art, supported by *The Times*

Until recently, Westerners often denounced the art of Tibet as obscene, vulgar and degenerate. They shuddered at images of Buddha as a union of male-female figures locked in an ecstatic sexual embrace. Whether erotic or terrific, such uninhibited paintings of passionately intertwined deities lie at the very centre of Tibetan belief. But regarding them as disgusting and demonic prevented us from studying the art produced by this ancient, superbly refined civilisation with the seriousness and understanding it deserved.

The arrival tomorrow at the Royal Academy of *Wisdom and Compassion*, a mammoth, groundbreaking survey of Tibet's sacred art, should sweep these prejudices aside. A choice array of the rarest and most spectacular paintings, sculptures and tapestries has been borrowed from leading collections around the world. The Hermitage at St Petersburg, which owns a particularly rich collection of Tibetan art, has lent over one-third of the works to this monumental exhibition. The result will prove a revelation to many, showing the full development of the country's preoccupation with religious image-making between the ninth century and today.

Despite the gulf in time between them, a direct sense of continuity binds the earliest exhibits with the most recent: the Mandala of Kalachakra, made from sand mixed with mineral pigments by the artist-monks of the Dalai Lama's Namgyal Monastic University. This jewel-like design is recreated in the Academy's galleries, as an arresting yet profoundly meditative testament to the survival of the beliefs underpinning Tibetan art in its entirety.

Buddhists believe that the mandala can offer spiritual healing to everyone who encounters it. And the Royal Academy acknowledges the mandala's importance by allowing its governing principles to dictate the structure of the show. Just as the mandala is seen as a mystic mansion, a "total purified universe which can be used to transform our environment", so the exhibition has itself been conceived as a journey to the heart of an exalted building.

In the first rooms — the outer halls of this "mandala palace" — the founder of Buddhism, Shakyamuni, appears with the various teachers, upholders and protectors of his faith. Then, in the middle halls, the four principal orders of Tibetan Buddhism are depicted with their founders and

deities. But the climax is reached in the mandala palace's inner halls, where the highest forms of the Buddha reside in their Pure Land paradises.

The show's progression, from the first historical Buddha to final transcendence, is therefore an intense and exalted affair. And all the images charting the path through this divine labyrinth testify to the formidable strength of the Tibetan religion. The people who hold this belief are physically hardy as well, buttressed by a spartan capacity for endurance developed during their 50,000-year inhabitation of the vast, dramatic land mass.

Encompassing over a million square miles, this remote and mountainous domain presides over the rest of Asia and, through melting glaciers, supplies the neighbouring nations with most of their great rivers. The toughness of Tibet is vividly summed up by the myth that the land is "a great, fierce mother goddess lying on her back, supporting the towns and people on her torso".

Alongside this reputation for indefatigable endurance, which unites the otherwise diverse racial strains visible in the Tibetan people, lies an equally remarkable capacity for faith of the most elevated kind. With an average altitude of 16,000ft, the highland plateau must have done much to promote the conviction that the gods of the Hindu pantheon occupy the heavens above the Tibetan peaks.

The country's height also helped to inspire the legend that the nation's first king, Nyatri Sangpo, descended miraculously from the sky onto a mountain. At his death, he supposedly climbed back up a ladder into the empyrean. And a hymn to the airborne monarch celebrates Tibet as "this centre of heaven, this core of the earth, this heart of the world, fenced round by snow, the headland of all rivers, where the mountains are high and the land is pure".

No wonder that such rapture generated spirituality of a particularly intense kind. The people who were prepared to enter, explore and settle in Tibet seem to have been

escaping from territorial conflicts. Adapting themselves to the rigours of the sparse, wind-blown land they found there, the Tibetans became responsive to a religion that stressed the enlightened sanctity of their surroundings. They cherished the dry climate and clean air of a place which has rarely suffered a famine in its recorded history.

Not that Tibetans refrained from militarism in their early attempts to strengthen the country. During the seventh century, King Songtsen Gampo unified the whole nation and expanded its boundaries throughout Central Asia after a series of victories against the armies of Tang China. Such a massive territorial extension led to Tibet's encounter with Buddhism, a religion already flourishing in India and China. Songtsen determined to bring stability to an empire continually threatened by internal rebellion, resolved to adopt the Buddhist faith.

But what started out as an essentially political act soon transformed the Tibetans' lives. Their histories record that the Buddhist movement, with its liberating emphasis on selfless enlightenment and concern for others, provided them with an entirely new way of thinking, feeling and behaving. Their society began to turn away from warlike priorities and embrace a peaceful alternative, reinforced by the conviction that all living beings can eventually arrive at the ultimate bliss of Buddhist understanding.

No exhibition can hope to reveal how the Tibetans' faith has been sustained, throughout the country, by an immense and elaborate network of monasteries, hermitages and holy places. Life is seen as a state of permanent pilgrimage, and monuments to the eternal Buddha's presence abound everywhere. Whether a rudimentary heap of stones on a high pass, or a vast city gate or temple, these "stupas" enable the Tibetan people constantly to reaffirm their belief in a compassionate deity.

The most revered of all these monuments is the Jokhang Temple in the great city of Lhasa. Founded by Songtsen nearly half way through the seventh century, the Jokhang became the shrine for a statue of the Shakyamuni Buddha

This show proves that China's destruction of Tibet's heritage cannot sweep away everything



Eight-Armed Wrathful Form of Green Tara, 17th-century east Tibetan icon (gouache on cotton)

brought to Tibet by his queen, Wencheng, around 641. This bejewelled effigy, regarded ever since as the most honoured sacred image in the country, was installed in the temple's main hall. Smaller shrine rooms bordered this chamber, each containing its own share of painted and carved artefacts. Such an enclosed, fervent context provides the background for appreciating the work displayed at the Royal Academy, where every effort has been made to foster an appropriate aura of reverence.

In fact, the significance of the holy dimension in Tibetan art would be hard to over-emphasise. The images in the exhibition are almost all anonymous, and the absence of makers' names reflects a prevailing belief that the artist

should act as a selfless vessel for the revelation of religious knowledge. Tibetans realise full well that works of art are the product of carefully honed skills, as well as a tutored awareness of tradition. But they still regard their painting and sculpture as, in a special sense, a gift from the enlightened beings rather than the product of human hands and imagination.

When some gold and silver mandalas were being produced in 1415 by Tsong Khapa and his disciples, the legend insists that polishing proved unnecessary. Once an image was satisfactory from the iconographical and stylistic point of view, the statue began to glow of its own accord, because a "wisdom duplicate" of the god represented in the image came

down from heaven to merge with the icon. The art-work is seen as part of the body of Buddha. And Tibetans are convinced that icons convey a living presence, enhanced by rituals of consecration.

Although no such rituals will be carried out at the Royal Academy, this all-important sense of presence will be inescapable. Take the first exhibit: a gilt brass statue of the Vajrapani deity made around 1700. Enlivened by lacquer and pigments, and inset with gleaming gems in his crown, earrings, necklace and bracelets, this close companion of the Buddha is an awesome figure. He seems, at a glance, utterly ferocious. Striking a warrior's pose with one mighty arm thrusting outwards, he controls liv-

Continued on page 7

## Save us from these men of substances

John Diamond remembers why he's never felt at home with drug culture

the stuff into my bloodstream I probably wouldn't tell you about it here: there is, after all, a difference between detailing in the public prints those events in one's private life which are merely embarrassing and those which would result in a couple of months in the Scrubs. But when I say I didn't take the cocaine, I mean it.

I have happily been a slave to most of the stupider fashions over the past few decades. In 1968 I wore the loon pants with the widest bottoms; in 1972 I wore the curliest perm my barber could deal me; in 1985 my Filofax was the latest in the office.

But I've always had a problem with the fashion in drugs. In the late 1960s when my contemporaries were rolling plump reefer and going "Oh wow!" at the way some whining Hendrix riff was coming out of the wallpaper, I was sitting morosely with a glass of bitter. My

college mates dropped acid: I dropped Wood-bines. None of this was out of any particular respect for the sanctity of the law but because I was scared of drugs. Everyone else understood the word "dangerous" in the phrase "dangerous drugs" to refer to what would happen if an inquisitive copper asked you to turn out your pockets. I understood it to mean that a single suck on a joint would turn your brain green.

The problem was my father. Of course everyone had a father who, in 1968, told them what he would do if he discovered them to be in possession, but my dad went further. He was a biochemist and used to come home with obscure scientific

papers demonstrating what happened to the brains of laboratory sheep when they'd been put on a diet of the sort of grass that you're unlikely to find on Welsh hillsides.

Which is why in 1970 I was the long-haired hippy wandering around the Isle of Wight festival while Mungo Jerry were playing, telling the other revelers that really, they shouldn't do that because had they ever seen a picture of a stoned sheep's brain? ("Hey, man! This guy's seen a green sheep! Like, really weird!") It's also why I managed to get all the way through the 1980s without ever ingesting a grain of cocaine.

But when I made my excuses at the party the incentives promoter

reminded me of the other reason why I've never felt at home with the drugs culture. "No, really, you ought to try it," he said. "It's terribly good stuff" and he launched into a series of anecdotes to explain why this was better coke than any other I might have tried.

And I remembered all those long party conversations I'd witnessed in the 1960s with dope and in the 1970s with speed and in the 1980s and 1990s with the various Filofax drugs and which typically went: "So Kevin brought this really good black back from a guy he met in Morocco and it was almost as good as that red we had that time in the field after Trev's party, although this stuff was a bit more trippy than that with, you know, that sort of laid back down you get after you've done home-grown..."

This, you see, is my real objection to illegal drugs: the people who use them are so terribly boring about it.



Yes, I know booze gives you rather more of a hangover than most drugs, and that there are people who can bore for England on the subject of a '61 Petrus, but it's not the same.

A man who will tell you smugly about the chocolate notes and the lilac bouquet of a bottle of Vin du Tesco won't subsequently go on and boringly on about the precise nature of his resultant drunkenness in the way that a dope-smoker will spend the whole evening telling you precisely which colours he saw in the flame of the match he used to light his joint. A man whose passion is single malt whiskies may become unbearably tedious about his obsession but he won't say, as coke users implicitly do "What I'd like to do now is to look into your eyes and, speaking at a gabbie, tell you the whole story of my very interesting life".

All of which is why I took particular exception to the incentives promoter telling me, when I'd insisted that really and truly I wouldn't snort with him, that my problem was that I was a bore. I may be, but at least I can be boring without artificial aids.

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# Washington's Metternich

A new biography of Henry Kissinger reminds Nicholas Henderson of the great survivor's diplomatic genius

KISSINGER  
A Biography  
By Walter Isaacson  
Faber, £25

The sheer size of Walter Isaacson's otherwise excellent biography of Kissinger is overwhelming. The would-be reader has to be daunted by the very sight of this tome of 767 pages of text and 56 pages of notes, which indeed make a heavy, if not a hard, read of 20 hours or more: and there are no photographs such as alleviate many lengthy books, like the fillings in a club sandwich. Nor are there any maps to guide one through the sanctuaries and bombing-fields of Vietnam and Cambodia.

It is certainly difficult in a chronological account to portray, without repetition, the personal traits and their causes that underlie the responses of the leading character to succeeding events: and it is Isaacson's theme that these are crucial to an understanding of Kissinger's public life. But one could hope for more selection and some consolidation, as indeed does occur — here is a tip for beleaguered readers — in the final chapter. Kissinger himself has produced two comprehensive volumes on his official life which contain nothing about his early days.

Isaacson does not skimp in describing Kissinger's character-defects: his sensitivity verging on paranoia, a quality he shared with President Nixon in one of the most consequential love-hate relationships in modern times: his tendency to secrecy and conspiracy, leading to deceptions over the bombing of Cambodia and Hanoi, and to acquiescence in the wire-tapping of his own staff, and his quest for approval, not least from likely enemies.

These traits, in the biographer's view, are rooted in Kissinger's upbringing in Nazi Germany. His refugee background, it is argued, explains his "power-orientated realism" and, in the words of Lawrence Eagleburger, the present Secretary of State, who knew him well and has worked with him, his lack of understanding "for the American political system," wherein idealism jostles with realism.

Even those cited as defenders of Kissinger have tended to use double-edged arguments. Helmut Sonnenfeldt, a long-time colleague from the same background, has said that "Henry does not lie because it is in his interest. He lies because it is in his nature." To the criticism that Kissinger was reluctant to condemn the Chinese regime after the Tiananmen Square crackdown, on account of his business interests, Congressman Steve Solarz has remarked, "I am sure finances played no part: Doc-



tor Kissinger has always defended oppressive dictatorships whether or not he had a financial stake in them.

Kissinger's inclination, as seen by the author, was to view every problem, wherever it arose, through an East-West prism: how far the outcome would be perceived as a gain for the USA or the Soviet Union, and to what extent it might enhance or endanger the USA's "credibility," (a favourite word with Kissinger along with "perception" and "legitimacy").

On the over-riding importance that Kissinger has attached to military power, Isaacson observes shrewdly that "other realists such as George Kennan... have emphasized that economic vitality and political stability are equally important elements of national power." No more far-sighted than most other foreign policy experts, Kissinger did not foresee the collapse of the Soviet system. On the contrary, only three years ago he was advocating what came to be dubbed a second Yalta agreement by which the USA would undertake "not to exploit the change in Eastern Europe," — an idea that led a State Department official, to ask "why buy what history is giving you for free?"

Kissinger's great positive qualities and achievements are catalogued fully, if with less verve.

Isaacson singles out his intellectual brilliance as his "most salient trait". As National Security Adviser or Secretary of State "he was able to weave together nuances and insights." He created a new global balance in the 1970s that preserved American influence in the post-Vietnam era. He saw how the new relationship with China, brought about thanks largely to his own special rapport with Zhou-en-lai, encouraged both China and Russia to maintain better relations with the USA than with one another.

He could see the Middle East strategically with a wide sweep, while also "attending to the countless, tiny practical bargaining levers he hoped to employ." He managed to reduce the Soviet role in the Middle East without ruining relations with them, thus qualifying for the tribute paid here as "the foremost American negotiator of this century". In his ability to conceptualise, Kissinger is depicted by Isaacson, with his flair for metaphor, as like "a spider in its web" sensing "how an action in one corner of the world would reverberate in another".

For the past 16 years Kissinger has pursued a richly successful career in business, journalism and lecturing. But he has never been recalled to office, despite the fact that for three-quarters of his time there have been Republicans in the White House. The reason must lie in both personalities and politics. Reagan, according to this account, "did not trust and did not like him". He spoke of him as carrying "a lot of baggage," by which he meant that the right-wing suspected him of being "too soft on the Soviets," because of his policy of détente. Bush had been put out by the way Kissinger had treated him when he represented the USA at the UN and in China.

Kissinger, even long after leaving office, besides the world. This is thanks to his intelligence and to his undoubted charm, qualities that he brought to bear on the conduct of foreign affairs. He is worth reading about as much for what he is as for what he has achieved. Not the least of his achievements is himself: from an unpromising start he has created a global super-star who has identified himself with his adopted land, and, in doing so, has enhanced the lustre of both.

Sir Nicholas Henderson was ambassador to Washington, 1979-82

## Vengeful visionaries

Derwent May

DAUGHTERS OF THE HOUSE  
By Michèle Roberts  
Virago, £14.99

In her new novel, set mainly in Normandy just after the war, Michèle Roberts labels her chapters with names of objects like "The Dustpan" and "The Nightlight". It reminds me of a pretentious hotel I know near Bordeaux where the bedrooms are named after wine châteaux — or perhaps it is meant to evoke the titles in silent films.

In any event, it is an unnecessary bit of chic, since *Daughters of the House* is already packed with vividly described objects and physical sensations: the golden nipples of brass weights, speckled beans like tiny onyx eggs, an angry woman like a cross goose. The book is also packed, just as successfully, with powerful emotions.

It tells the story of two girls, Léonie and Thérèse. Thérèse is French and lives in a village near Caudebec; her cousin Léonie is half-French, half-English, and comes for long visits. Thérèse is pretty with her blonde hair and blue eyes, voluptuous already as a small girl, relaxed. Léonie is stiff and awkward, and never allowed to feel quite at home in her aunt's house. But she is sensitive and, what is more, has a sixth sense.

Slowly the girls come to hate each other, with Léonie perhaps doing more of the hating. At puberty, their emotions and fantasising reach fever pitch. When her mother dies of cancer, Thérèse suddenly feels a deep revulsion against the flesh, and starts dreaming of the Virgin Mary as a pure, new mother. Meanwhile Léonie, running away from some boys through the woods, has a remarkable vision. A brilliant figure of a woman, all red and gold, seems to come to her out of the rain and touch her with a "kindly, exploring hand". A wonderful new feeling of happiness and confidence invades her.

But when Thérèse hears about it, she goes to the woods and has her own vision — this time of the Blessed Virgin, all in blue. The *curé* does not believe her but the village people do and the bishop does, and Thérèse is regarded by them as

having been singled out by God.

The die is cast for her: she goes off to a convent and stays there for 20 years. Léonie marries one of the village boys, with whom she has already flattered her relations before her cousin, and takes over the house. But she always believes that Thérèse stole her vision — and it is only in the sequel, 20 years later, that we learn the truth.

That sequel is not quite so satisfactory as the rest of the book. A whole welter of other mysteries comes to the fore again — who betrayed the Jews who were shot by the Germans and buried in the wood, why did Léonie hear their voices in her bedroom, what was Thérèse's mother doing on some shrouded, significant occasion long ago in the cellar of the house? The answers come in so many hints and allusions that it is hard work piecing them together.

But the rivalry and hatred between the women flare up again as nakedly as ever, and Thérèse is impelled to one last, violent act. It all makes for a strong, concentrated read, deftly managed by the author, and I am not surprised that the Booker Prize jury included it on their shortlist.

## Slice of life in the raw

Daniel Johnson

THE BUTCHER BOY  
By Patrick McCabe  
Picador, £14.99

Francie Brady, the Pig Boy, is served up by his Frankenstein, Patrick McCabe, with adolescent sauce, psychopathic crackling and lashings of small town Irishy. *The Butcher Boy* is a porker of a book which was last week selected for the Booker shortlist. Really a sophisticated horror story, it succeeds in masquerading as grotesque comedy in the style of J. P. Donleavy.

Francie tells his grisly story in what is meant to be the voice of a retarded delinquent, whose parents' suicides by drowning and drink have precipitated a psychotic fixation on the smug Nugent family which ends in a bloody catastrophe. What with priests and booze and sad songs, this might have been an Irish bog of a book. But McCabe makes his cretinous butcher boy talk with the subtle and dirge-like menace of a Beckett.

"Will you ever forget them old pig days I says. Oh now Francie, says Mrs Connolly, don't be talking! Ha ha, they said, they were good days all right. Ah well, I said, that's all over, you can't be a pig all your life isn't that right ladies? They said it was. I said to Mrs Connolly, isn't that right Francis she says, that's very true. It is indeed I says. Ha ha

says Mrs Connolly. Ha ha says the other women. Oh now says I."

The porcine leitmotif embraces institutional as well as family life. The real villains of the story are the "houses of a hundred windows" in which Francie of an earlier generation were warped, to which Francie is sent after his mother is dredged up from the pond, again after his father is found rotting in the armchair, and finally (for life) after he wreaks his revenge on the Nugents. When misery has been piled on misery, the only relationship which keeps the butcher boy going is his friendship with Joe

Purchell. When he is disowned by Joe, Francie's cup overflows.

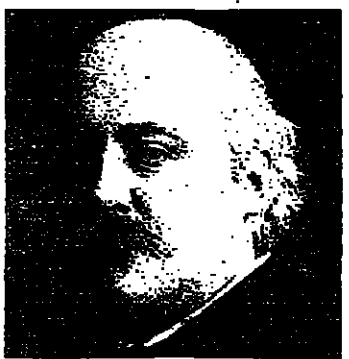
A depressing novel *The Butcher Boy* may be: callous it is not. The notion that suffering and sorrow are ennobling experiences has not been discredited in every quarter. Look at the obsession of television and its tabloid allies with private grief: victims of cruelty, bereaved relatives, anybody who has emotional or physical scars to show. We hang on their words, as though pain had endowed them with wisdom. This attitude has little to do with Christianity; it stems rather from a vulgar existentialism which manifests itself in the desire to live more intensely. Vicarious participation in extraordinary suffering supplies a need effortlessly and instantly which must otherwise be satisfied by theological or philosophical means.

In reality, as McCabe's novel insinuates, such misery is a demoralising, dehumanising, demonising force. For children in particular, suffering may be destructive of the ability to love, of any grasp of reality, of life itself. The grinning gargoyle face of Francie Brady superbly caught in the jacket illustration by Rob McCaig is the mask of unbearable sadness through the ages.

## Voice of a lost England

Simon Heffer

C. HUBERT H. PARRY  
His Life and Music  
By Jeremy Dibble  
Clarendon Press, £45



Parry: overshadowed by Elgar

father, Thomas Gambier Parry, used his wealth to build a spectacular church on his estate at Highnam, and to amass one of the great private art collections of Victorian England. Despite his love of culture he was opposed to his son's desire to pursue music as a profession, and after Eton and Oxford sent him off to work for a few miserable years at Lloyd's.

Maintaining his interest in music as an amateur, Parry managed to secure London performances of some of his early works in the late 1870s. He also met Sir George Grove, whose decision to employ Parry as a sub-editor on his dictionary gave him the financial

freedom to concentrate on his first love. It is one of the few failings of the book that the comparative ease with which Parry installed himself in the English musical establishment is not discussed in greater depth.

In 1883 Grove appointed Parry to one of the founding professorships at the Royal College of Music, at which he would ultimately

## On the Crown estate

Alan Hamilton

THE QUEEN AND I  
By Sue Townsend  
Methuen, £9.99

There is one underlying flaw in Sue Townsend's otherwise amusing fancy of last April's general election going seriously awry, toppling the monarchy and obliging a deposed royal family to eke out an afterlife on a council estate. Republicanism and revolution flourish, not in the breasts of the proletariat, but among the chattering classes, wherein dwells this author's most enduring creation, Adrian Mole.

The device of having the television technicians' union flash subliminal messages on the screen during the campaign is a little disingenuous, and as for having *The Times* advocate the fall of the Crown in a pre-election leader, well, really.

Still, one is awfully impressed by how well the Queen copes, after the initial problem of the Aubusson carpets, delivered by furniture van from the Palace to plain Mrs Windsor's new abode in a public sector rabbit hutch, and requiring the attention of Spiggy the carpet-fitter and his Stanley knife to slash them down to size. She rapidly masters the twilight world of the delayed giro cheque, the obstructive housing benefit office, the £1.30 emergency social security handout, the four-hour wait in casualty when she cuts her fingers opening her first corned beef tin, the vandalism in the street, and all the other hoops and pitfalls of life on the dole.

Philip, on the other hand, goes absolutely to pieces, refusing to eat and ending up in the unbecoming care of the men in the white coats.



Townsend: has she a Mole in Buckingham Palace?

Charles is framed for his non-existent role in an affray, and writes from prison urging Diana to water his Cro-Bags. William and Harry have their expensive education systematically and willingly dismantled: talking posh and spelling proper leads to social ostracism down Hell Close, Middleton, which one deeply suspects of really being Leicester.

Anne falls for Spiggy, and has nights out up the working men's club. Diana has a flatter for Fitzroy because his fingernails are clean and he is good to his mother. The Queen Mother, in the one episode readers might find a touch distasteful, dies, is laid out by a golden-hearted Caribbean lady, and is borne to her Co-op funeral on the back of Spiggy's cart.

What the dispossessed Windsors find above all in Hell Close is kindness. If there is any depth to this harmless amusement, it is that common humanity is more alive at the bottom of the pyramid than it sometimes appears to be at the top. The Windsor family characters are caricature, and the ending is a disappointing cop-out, but Elizabeth Windsor and her clan come out of it rather well. Townsend must have read the tabloids with mounting anxiety in recent weeks as her book went through the printers: there were moments when it appeared to be chasing fiction, and catching up.

sedated entirely by Elgar's more florid arrangement.

Parry's last years were wretched. His beloved estate was denuded of trees to make rifle-buns for the Great War. Former pupils like Butterworth were killed in the war, and others, like Gurney, driven mad by it. His wife, who despite her hypochondria survived him by 15 years, became impossible. He died painfully from blood poisoning a month before the Armistice.

Dibble's book, while not always well written, displays great scholarship. It succeeds in drawing Parry the man, with his love of yachting, his anti-Semitism and anti-Catholicism, and documents well the feud with Stanford. But, as well as being musically important, Parry's life is a symbol of a now defunct sort of Englishman, for whose passing we are all worse off. If this book revives interest in Parry's achievements, it will be a valuable contribution not just to musicology, but to our understanding of the whole late Victorian and Edwardian period.

Simon Heffer is deputy editor of *The Spectator*.

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**THE TIMES**



# A tycoon Oliver asking for more

No media magnate has evoked more extreme loathing and loyalty than Rupert Murdoch. Keith Waterhouse keeps cool

To declare an absence of interest: unless you count the occasional book review as work, I have never been employed by Rupert Murdoch, nor have I ever sought employment from him. So I have neither axe to grind, knife to plunge into back nor long spoon to sup with.

Indeed, I have only met the man once. This was at the theatre, when he and some of his henchmen came to see a comedy of mine. Around this time, if Shawcross has it right, the Murdoch conglomerate, then as complex as a Boeing 747 wiring circuit, owed £1.2 billion in short-term loans from 146 financial institutions in ten different currencies. I can report that Mr Murdoch laughed a good deal that evening. Maybe he was hysterical.

The first thing to be said about Murdoch is that while like Robert Maxwell, with whom his name was often bracketed, he is a compulsive reader, he is not a compulsive reader. "I didn't come all the way from Australia not to interfere", he told the *News of the World* editor when he took over the paper — unlike Maxwell he knows the newspaper game inside out. When he bought the *Sun*, not so much for a song as for a snatch, mulish printers tried to tell him that his broadsheet presses would not convert to tabloid. Murdoch took off his jacket, climbed up on a press and located a box containing the piece of standard machinery that would fold the pages to tabloid size.

It is because he is a born newspaperman, who after a holiday stint on the *Birmingham Gazette* at the age of 19 wrote recommending to the proprietors that they get rid of the editor, that Rupert Murdoch, again unlike Maxwell, is respected by journalists — if, so far as some of them are concerned, we use the word in the sense that a rabbit respects a boar constrictor. Many loathe him. When he was trying to buy the Observer, his TV critic Clive James announced that Rupert Murdoch was one of the main reasons he had left Australia. An online magazine wrote of him: "MURDOCH — the very name triggers chills and palpitations among many members of the American press, as if it were some dark, evil, contaminating presence sinking out of the night — the Grendel, the Blob". But all this is as mild tut-tutting when compared with a review of

this present volume by Francis Wheen in this month's *Literary Review*, which appears to have been written in a state of vein-throbbing rage. "When Murdoch dies," Wheen writes, "I trust he will be buried in a graffiti-spattered riot-zone in Newcastle or Wolverhampton, preferably in an area where every house is defaced by a Sky satellite dish".

This is pure snobbery: the image of council house fodder stupefied by satellite is the high-tech equivalent of the keeping coal in the bath. Indeed, it is at the heart of Murdoch hatred: he is the upstart who barged in and vulgarised the vulgarity we already had.

Murdoch, from Shawcross's hefty biography, appears keenly aware of his status as outsider and displays a contempt for self-anointed insiders in return. His dislike of "elitist snobs" — the Establishment in Britain, the Old Guard and their old money in Australia, the "pipe-sucking professors of journalism and their elite former students" in America

— is a powerful sub-text. The bones of the Murdoch saga have been well picked-over. Starting with only a humble little newspaper empire — more of a colony, really — bequeathed him by his father, he proceeded to collect newspapers, magazines and TV stations across the world with the assiduity of a ballistic chocaholic stocking up on Mars bars. Like Northcliffe — the mentor of his father, Sir Keith Murdoch — he was born at the right time. Northcliffe looked at the newly-literate poor and translated them into newspaper readers. Murdoch looked at the communications technology explosion and decided he wanted a large piece of it. In 1960 the annual income of his empire was \$5 million; in 1991, \$8,546 million.

A lot of money, but is it worth an £18.99 biography? Nearly all Shawcross's chapter headings are the names of places — Adelaide, Sydney, London, Texas, Boston and so on, and one quickly sees why. Apart from one riveting and crucial diversion — the chapter headed Wapping — and the routine roots and beginning stuff, the book is in the main a 600-page shopping list of Murdoch's acquisitions around the world during a 40-year odyssey of hopping on and off aeroplanes. Buying one property, be it a newspaper or a yard of



Fleet Street in 1970, before the post-Wapping exodus, with the *Telegraph* and *Express* buildings

sand, is much like buying another, and one begins to long for something refreshingly different to happen to the subject of the book such as getting run over by a cab or being unable to find his collar stud. The rich are different from us not only because they have more money but because they have an insatiable desire for still more — if not of actual cash then of the means to generate it, and we are ever curious to know why. Several explanations are offered by some of those who have been caught in

Murdoch's shadow. He was trying "to beat his father and to run the world". He was "restless". He wanted "power, power, power". I prefer the verdict of an old family friend and employee: "He was just like the baby in the old Pears soap ad, who 'won't be happy till he gets it'." A tycoon Oliver asking for more.

Which leads to the question, what makes Murdoch tick? I fear it is not answered here. Shawcross notes that when he sent him a draft of this unauthorised biography

(although Murdoch did agree to be interviewed), "the choice to make no comment". Inscrutability appears to be a Murdoch characteristic.

We are, however, given chapter and verse on his first commercial enterprise. When he was a boy Rupert Murdoch would catch water rats and sell them for their skins. Catching the water rats was difficult, but skinning them was unpleasant: Rupert gave the task to his sister. He sold the skins for sixpence apiece, out of which she got a penny. Story of his life really.

## ALTERING COURSE

A Submariner  
in Fleet Street  
By John Coote  
Leo Cooper, £17.95

fixing the tax-haven payments of fees for Lester Piggott's ghosted autobiography. Or doing a favour for a titled lady, or getting someone's son into a public school. Jovial Johnnie could fix it.

When he first arrived, Coote was advised: "Don't mix socially with journalists. They must be dealt with at arm's length. And keep out of El Vino's." But what killed Fleet Street was never the boozey scribbles: it was the management's craven conniving at archaic production techniques and their overpaid print workforces.

Thus did those sleek fat men of Fleet Street dig their own graves, at

the mercy of muggers and commens. I remember Jocelyn Stevens' boast, at his farewell dinner, that he had got the varmen £5,000 a year. The journalists present paled. To think that they too could earn £5,000 a year, if they could only bundle papers into a van!

When Jocelyn, the "hyperactive, high-profile, high-cut-collared scion of the *jeunesse dorée*, cut his manic swathe through Shoe Lane, Coote was furious. Paiming the vans with orange chevrons, indeed! Soon Coote would be out of the Street of Ink (or Shame) "in tears and penury" to become, in *Private Eye* parlance, "Capt J.O. Coote R.N. (Submerged)". Soon, too, the Express group itself was sold for a bargain £14.6m, passing into the smooth hands of a rival proprietor like Harmsworth but "the calloused hands of a master builder": Victor Matthews of Trafalgar House.

Coote has plenty of consolations.

He would not much enjoy the sobersided, disparaging newspaper business of today. He is proud of his three daughters, who are "Labour voting renegades, all with feminist sympathies, combining left-wing views and right-wing tastes".

Though he is not one of nature's writers, Coote has many saloon-bar stories to tell about the gray train while it ran: of how he dined with Kiri Te Kanawa and golfed with Connery and hobnobbed on the Riviera. The anecdotal phraseology — "some happy at a cocktail party", "the jury of mixed origins", "I told him, less than a bus-load of our readers could care less where he had recently chosen to plant his paleotherpe..." (Paleotherpe? never heard it called that before) — may be enjoyed by his Garrick Club friends, who doubtless regard him, like Hugh Cudlipp who writes an affectionate foreword, as "a genial cove".

Michael Leapman says newspapers are better than ever, but Brian MacArthur is less sure about the state of journalism

When Francis Williams wrote his newspaper classic *Dangerous Estate* 35 years ago, the state of British journalism was very different from the new world of the 1990s described by Michael Leapman in *Treacherous Estate*. For Williams, a former editor of the *Daily Herald*, adviser to Atlee and governor of the BBC, the basic commitment of journalism was utterly straightforward. It was to report honestly, to comment fearlessly and to hold fast to independence.

Thirty five years on, Leapman, who describes his book as a sidelong tribute to Williams, is no less upbeat and cheerful about the national press. There are now more and better writers, he says, producing more and better newspapers. "That will be a surprising conclusion for those who believe that the past three decades have seen a relentless deterioration in standards."

Yet Leapman points out that it was ever thus, that the tabloids have never lived up to the ideals that the high-minded would wish to impose on them. Leapman's prediction that the excesses of the 1980s will one day seem like the age of innocence has the ring of truth.

## TREACHEROUS ESTATE

The Press after Fleet Street  
By Michael Leapman  
Hodder and Stoughton, £18.99

Leapman has written a well-informed and lucid history of Fleet Street from the golden era of the 1960s to the new golden era that beckons for the 1990s, once the recession lifts. What is lacking from *Treacherous Estate*, however, is any sense of whether he considers what has happened since the Sixties has been good or bad for serious journalism. That we now have five good quality daily papers is obviously good. So, too, is the end of the tyranny of the unions. Good for broadsheet and tabloids alike is the profitability brought about by the electronic revolution.

A due to Leapman's approach is given by his derision of Lord Kemsley for his view that the dignity of journalists is reduced when they are asked to intrude into private grief or to twist their stories to suit a political angle. Two questions are left begging. What is good journalism and what is bad?

Philip Purser's long stint as a critic has led him to conclude that television's best days are over, writes J. W. M. Thompson

Critics are held in little affection in this country. Philip Purser observes. That state of affairs, he adds, proves that some of them, at least, are doing a good job. If this is indeed the case, then Purser is a notable exception to his own rule. During his long stint as a sound critic of television, he came to be highly thought of both within the television industry and among his readers, the viewers.

Television critics are odd creatures, in that their calling is curiously indeterminate. It requires them to range far and wide, adjudicating at one moment upon say, scenes of terrible human misery and at another weighing the merits or otherwise of *Eldorado*.

Purser brought to the role extensive terms of reference, a sceptical and tolerant cast of mind, and catholic sympathies. To have retained this outlook through a lifetime of professional screen-watching (first for the *Daily Mail*, then the *News Chronicle*, and for 26 years the *Sunday Telegraph*) is quite an achievement.

This book has been written to mark the end of his regular output of criticism. In it he intertwines his personal reminiscences with the story of British television. Purser's initiation as a critic happened by chance. He found himself switched from the *Mail* newsroom to "assist" the critic who was to be his mentor, Peter Black. And although television became his stock-in-trade, he has published seven novels, a couple of biographies, and much else.

## DONE VIEWING

By Philip Purser  
Quartet Books, £14.95

His characteristics as a critic are apparent throughout *Done Viewing*. The critic's duty, according to his doctrine, is to cheer on all that is good and honest, whatever the category, and to expose all that is shoddy and calculated. As he looks back over the years, it becomes pretty clear that he thinks we have had the best of television, that a golden age which began around 1960 has been succeeded by something less wholesome. Most viewers of Purser's generation would probably agree. But then, as he concedes, television necessarily belongs to its own time.

He illustrates the point by recalling the 1960s "satire" programmes, which received extravagant praise in their day. "When recordings are fished out of the archives and shown again, it is difficult to see what all the fuss was about." Nevertheless, he acknowledges that those programmes constituted an authentic television event. They were a brash, disrespectful sign of the times.

Purser is not at all happy with some of present-day television's signs of the times. He recoils from the blandness and vacuity of much viewer-fodder and he is positively savage on the celebrity-puffing antics of the chat shows. After his long ordeal before the screen, who can blame him for that?

Valerie Grove recalls the great managers (and lunchers) of Fleet Street for whom she worked as a hackette

In old Fleet Street's inky days, the place was run by giants like Johnnie Coote. You remember him: expansive, bow-tied, quaffing champagne, an old sailing crony of Sir Max Aitken's, who left the Navy and embarked on the shark-infested waters of Express Newspapers. He was given a desk marked "Publicity" and invited to organise a powerboat race, with lots of hoop on expenses at the yacht clubs.

But in newspaper management, Coote discovered, one could mix business with pleasure. Those were lavish times. The *Sunday Express's* unvarying formula made it the most valuable property in Fleet Street, and the *Daily* flourished under "urbane, unfappable" Ted — now Sir Ted — Pickering.

There were many excuses for a lunch at the Savoy. Apart from the powerboat capers on the high seas and in port, with companions like Emil Savundra and Lord Lucan, there was the Boat Show to

organise, a London-Sydney marathon and a light aircraft race to Melbourne. The Express bought an aircraft, a brace of steeplechasers, a local paper known as "Coote's Folly". Coote moved on to manage the *Evening Standard*, where there were more contests: Pub of Year, West End Stores parade, Drama Awards, "all indicative of the fun we had" and all further cause for lunching at the Savoy.

As a junior hackette on the *Evening Standard* one would have to conjure copy from such junketings. I am photographed in this book with Coote at Nick's Diner (ah! Nick's Diner) between Jimmy Edwards and Willy Rushton, having fun. Meanwhile Coote was hiring more senior, and expensive, hacks from rival papers ("What Jean Rook asked for was an open Triumph Stag sports car. As far as I was concerned she could have one with leopardskin seat and a satellite-linked telephone...") or

## Triumph of envy over experience

Julian Critchley's *Some Of Us* has more in common with *Brief Lives* than with *Eminent Victorians* — it contains careers and incidents, rather than characters or motives. The point of thumb-nail sketches, so Critchley tells us, is "to recall something of the mood of the Britain over which Mrs Thatcher presided" — a series of "pointers... to the spirit of the age". The spirit that Critchley identifies has two elements.

In the first place, he believes that Mrs Thatcher was a revolutionary intent on "change... the overturn-

## Oliver Letwin

SOME OF US  
People Who Did Well  
Under Thatcher  
By Julian Critchley  
John Murray, £14.95

ing of privileges... contempt for the old guard". As a result, the people who "did well" under her were, he thinks, largely arrivistes — new men and women (like Mrs Thatcher herself) held that

"privileges ought to be earned" and who had the energy to earn them. Second, Critchley believes that niceness was not a principal ingredient of the spirit of the age. On the contrary, he claims, the motto was that "you cannot... make an omelette without breaking eggs" and "one of the uglier developments was an increasing assumption that the mere act of breaking eggs inevitably results in the making of an omelette".

In short, and under the thin disguise of potted biographies, this is an all-out attack. Critchley is advancing the thesis, devastating if true, that Thatcherism was essentially about promoting the interests of nasty arrivistes at the expense of the rest of us.

At first glance, the evidence that Critchley presents for this thesis seems fairly powerful. Some of the people whom he portrays do seem to be new men and women, earning their way and rather in the egg-breaking (or even omelette-splattering) mode: Robert Maxwell, to name but one of Critchley's leading players. But, if one can avoid being swept along by the Critchley prose for long enough to think the thesis collapses under the weight of counter-examples, some furnished by the book itself.

Who should turn out to be Critchley's number one Thatcherite-to-the-death? Enter Nicholas Ridley, not even by Critchley's admission) a nasty arriviste but a



Ridley: gentle Thatcherite

noble-hearted scion of a noble house "in his spare time... a country gentleman" with "the background... of an artistic heritage" and with an absolute disdain for the false show too often beloved of politicians.

As soon as he has written it, Critchley spots the danger of the example for his own thesis and hurriedly excuses himself with the reminder that Ridley "was the only Gentleman Monetarist". Too late: the reader has just had time to remember Joseph and Howe — two monetarists, two Thatcherites, two

gentlemen. These are not arrivistes; nor are they by temperament egg-breakers. They cannot match, either for arrivisme or for egg-breaking, some of those who "did well" under previous regimes — Brendan Bracken, Lord Kagan and John Poulson.

And yet, despite the vagidity of the thesis, the book amounts to more than simply a series of potted biographies. It has, because of its authorship, an historical value. It stands as a testimony to one of Mrs Thatcher's greatest lacunae: the failure to convey to her own backbenchers what she was up to. The Thatcherite idea that by forcing individuals and institutions to become more responsible for their own lives, the decline of Britain could ultimately be reversed and a new national spirit of vigour, endeavour and courage be engendered — all this passes Critchley entirely by. The Thatcherite programme appears to him as nothing more than a crude promotion of the individual and good housekeeping at the expense of old values, society, noblesse oblige.

The result is that if historians want to understand what Mrs Thatcher was trying to do, they will not learn much from Critchley. But if they want to understand the frightened bewilderment of the backbenches — and hence, to a great degree, the causes of the drama of late 1990 — they could do worse than to read this book.

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# Taking the office bully by the horns

**Libby Purves  
hears lurid tales  
of malice and  
despair, and  
learns how to  
oust the  
workplace thug**

In the late 1980s, in the West Country, there was a very unhappy bank. There was a manager who bullied his staff to such an extent that their health declined, their marriages suffered, and the matter began to be noticed by outsiders. It got to the point where one evening a group of husbands and parents decided to avenge their families and hid in the car park to attack the manager after work. By great good fortune for all concerned, the villain of the piece had been called away early to a meeting and the vigilantes dispersed without blood on their hands. "Otherwise," says Andrea Adams calmly, "almost anything could have happened to that man. That is the degree of lunacy it can get to. These murderous feelings, I find, are really very common. They come from a sense of helplessness."

In the case of the bank, the bullying consisted of "quite trivial personal taunts, unfair criticism, and hovering over people until they were afraid of making mistakes." It grew to be a major unhappiness for the 40 employees. "You feel so demeaned," said one of them. "Inadequate somehow, because it teaches you things about yourself that you are not very proud of... that you should have been stronger."

Ms Adams, a freelance broadcaster, interviewed the victims and played the tape to a BBC producer, Cathy Drysdale, who was at first rather irritated and reluctant but eventually found herself unable to disregard the weight and diversity of evidence. Two Radio 4 programmes were made about bullying at work, and a deluge of letters resulted. "Hundreds," Ms Adams says. "I really never intended a crusade, but I found myself talking to desperate people for hours on the telephone. Being bullied at work is an isolating experience. You think everyone will believe your boss, not you."

Ms Adams is not given to



Agony aunt: after raising the issue on the radio, Andrea Adams "never intended a crusade" but found herself talking to desperate people for hours on the telephone

exaggeration: her book, *Bullying at Work*, written with Neil Crawford, a psychotherapist, is understated. It talks of the need to support and treat the bullies as much as the bullied, and proposes organisational cures for the problem in an unsensational textbook manner. Despite all this, it makes lurid reading. Hatred, helplessness and despair leap off the page. Here is a teacher longing to kill his headmaster: "If someone had given me a gun, I would have shot him. I felt impotent. I finally resorted to really petty things, like ringing him up in the middle of the night to wake him up. I let the tyres down on his car. I'm not proud of these things but it was sheer frustration." Here is a student nurse afraid to go to work: "I'd be sick, I'd have diarrhoea. I'd start to shake and stammer." Here, too, is a trusted worker, suddenly receiving a devastatingly critical memo and

cut off from support because she is too ashamed to show it to colleagues.

Turn the page and you have a terrified executive, afraid his phone is bugged but talking to Ms Adams nevertheless, as she struggles to unravel the machinations of a bizarre Basil Fawlty figure she prudently names only as "Martin".

Then there is a political researcher called a "fucking cow" in front of a group of MPs, and — all the more valuable for being evidence at one remove — the testimony of a personnel officer describing a demoralised department of eight men: "One was very gaunt, red-eyed and unshaven. He appeared frightened. Another one constantly chain-smoked and seemed to have the shakes. A third was pale and withdrawn... When I told the bully this is how the men had

**The most important thing is that the problem gets recognised and given its proper name: bullying**

looked he said, 'Yes, I think they must lead a very wild life'. I saw him as the sort of person who would be taken on as a concentration-camp commandant."

All of this is staggeringly unpleasant and reflects little credit on human nature. Nor can it do much for efficiency: no company is going to beat off recession while half its

work-force is creeping round with murder in its heart.

"Precisely," Ms Adams says. "It's in everyone's interest to stop it. The most important thing is that the problem gets recognised and given its proper name: bullying. Once people knew what sexual harassment was, they could deal with it better. I have found companies very unwilling to use the word, and was thrilled when the Institute of Personnel Management invited me to address them next month and let me call it 'Bullying at work'."

She is at some pains to define bullying as different from the normal urging and goading of workers who need it. "Bullying involves malice. Anger. The kind of thing you get when someone's had a violent or angry childhood. People are together in a work

situation, and suddenly trigger each other off in a legacy of past bad relationships." Popular, talented employees are often the target of sour and angry superiors. Tactics vary from the obviously unfair — one woman challenged her manager then had her job changed to ensure she had responsibilities she could not meet — to the subtle, "such as never looking at an employee when they speak to you". And the downright nasty, like the new woman head of department who ruined a science teacher by humiliating him constantly in front of his class. The account of the teacher's regression to small-boy fury and helplessness is upsetting to read. In the end he resigned and became a door-to-door salesman.

Ms Adams recommends various self-help methods of combating bullies at work, from direct firmness and refusal to let it begin, to desperate measures like logging

every incident or criticism and carefully preserving evidence of the real value of one's work. But she also concludes that spectacular, destructive nastiness only occurs in bad, very hierarchical management structures where employees have no recourse except to an impotent or unwilling personnel department, or where the management is at some distance from the actual work.

"Schools and colleges are notorious," she says. "Local education authorities don't take the problem in at all. It's ironic that they make such play over eliminating bullying by children when it is actually deep in the culture of some schools among the adults. I've heard some horrible stories from schools, and the grand-maintained ones can be even worse, because the Secretary of State can only intervene where you can prove that procedures have been abused. Banks are pretty bad, too. And any company where the only person you can complain to is one of those who appointed your boss and so feels defensive."

Good examples, she says, are found in reorganised companies where the interests of efficiency and humanity often go hand in hand. "Ask the Advisory Conciliation and Arbitration Service. Firms which have restructured themselves, as Birds Eye Walls did, and got better at involving everyone, have less scope for difficult people to make life a misery. A good company is like a good family."

Out of curiosity and her sincere belief that bullies need support and understanding, she tracked down some of the originals from her casebook. Only one, a reformed chef, was interviewed at length. Of the others, the choleric local newspaper editor who persecuted a writer flatter a successful freelance is still editing, and has the same reputation. The bank manager moved to another branch. "I have heard that he is still at it, too." The man who insulted his political researcher was indignant at Ms Adams's approach and said: "People are queuing up to work for me!" But he took early retirement. And the legendary "Martin" was promoted to be a senior management troubleshooter.

There is still plenty of scope, apparently, for the old joke: "Tell you one good thing about my boss — I get two holidays a year. One when I go away. The other when he does." Ms Adams has heard that one. Quite often.

## Tibetan art: from the roof of the world



Milarepa and Scenes from his Life, late 18th century

### Has feminism failed?

Tickets for the debate on women, chaired by Melvyn Bragg on October 6 at the Institute of Education, Bedford Way, London (7.30pm), can be obtained by returning the coupon below.

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Continued from page 1

snakes with his feet and makes a threatening gesture with his left hand. While tongues of red hair leap flame-like from his head, he opens his red-rimmed mouth in a full-throated roar. But this rumbustious apparition turns out to be a benign presence. His ferocity is dedicated to compassionate protection of the holy Teaching, and images of Vajrapani are often installed near the entrance to shrine halls in Tibetan temples.

At the Royal Academy, he provides the survey with a swashbuckling start. But succeeding images of Shakyamuni, the founder of Buddhism, stress contempla-

### Tibetans have maintained their optimism

At the Royal Academy, he provides the survey with a swashbuckling start. But succeeding images of Shakyamuni, the founder of Buddhism, stress contemplative poise and serenity instead. Nothing could be calmer than the 11th-12th century brass statue from Western Tibet. Depicted at the moment when he reached complete enlightenment under the bodhi tree, the softly glowing, cross-legged deity exudes wisdom and composure. But he is also lean and athletic enough to ward off danger, and he places a finger on the earth to counter the devil Mara's attempts to undermine his state of grace.

So far, Tibetan art has been seen in terms of single figures asserting their individual identity. But as the centuries proceeded the Buddha came increasingly to be presented as the central figure in a complex setting inhabited by a host of other participants. One 15th-century gouache shows Shakyamuni flanked by two disciples and surrounded by a border filled with small, astonishingly detailed portraits of the 18 Arhats, or saints of Buddhism.

By the time the British Museum's superb gouache of Shakyamuni was produced in the 17th century, the surrounding figures were set in a more naturalistic landscape and architectural context. Moreover, the static rows of saints are replaced by an engaging and varied series of scenes from the Buddha's former lives. The virtuous and heroic deeds are all depicted with captivating panache and

contrast with the absolute stillness of the large, seated Shakyamuni himself.

As the outstanding quality of this painting suggests, the 17th century witnessed the climax of Tibet in both historical and artistic terms. The Dalai Lamas became the country's political leaders as well as heads of the most potent religious order. And in 1645 the Fifth Dalai Lama started building the celebrated Potala Palace on the remains of Songtsen's old palace in Lhasa. Ascending the Red Mountain of Marpori in a sequence of zig-zagging staircases, this colossal structure remained the Dalai Lamas' residence until the tragic Chinese invasion of the 1950s.

Since then, the Tibetans have maintained their optimism in the face of desolating subjugation. The power of their faith has undoubtedly supported them during the dark period of exile, and the advent of this exhibition proves in itself that China's wanton destruction of their heritage cannot sweep away everything produced by Tibetan artists at their finest.

That is why the brilliantly-coloured sand-particle mandala of Kalachakra, created by monk-artists from the present Dalai Lama's seat of exile at Dharamsala, plays such a heartening role in the exhibition. For this dazzlingly elaborate image, commencing in the middle with a tiny circular chamber and then expanding outwards through a maze of other rooms inhabited by deities emanating from the central Buddha couple, is a testament of hope. The Tibetans believe in the mandala's healing power, and trust that everyone who looks at it with sufficient faith will be reborn during the "New Age" period of fruition. Until then, the art of this long-overlooked civilisation continues to perform an indispensable part in sustaining Tibet's stubborn determination to survive.

Wisdom and Compassion runs at the Royal Academy, Piccadilly, London W1 (071-439 7438) from tomorrow to December 13. Daily 10am-6pm. Admission £5, concessions available.

The Times, with United Airlines, offers readers Gateway to the USA

### Mississippi madness

NEW ORLEANS goes crazy in the fortnight before Mardi Gras — but it is a party all the year round. At night, head for Bourbon Street in the French Quarter. Buy your cocktails or beer at a stall, and wander round with your drink in your hand. The music ranges from jazz to gospel choirs; for traditional jazz go to Preservation Hall in St Peter Street, just off Bourbon.

Also in St Peter Street is New Orleans's most famous bar, Pat O'Brien's. There are plenty of strip clubs — but it is best to avoid dark alleys. The food in the restaurants is Creole or Cajun — a harmony of French, Spanish, Caribbean and African ingredients and styles.

New Orleans grew up as a French town, and architecturally the whole French Quarter or Vieux Carré, which is a grid of narrow streets abutting a bend of the Missis-



Jazz in New Orleans

issippi, is one of its main charms. Many of the streets are lined with 19th-century houses with overhanging balconies in lacy ironwork. Ten galleries in the Historic New Orleans Collection in Royal Street trace the city's history, with maps and paintings.

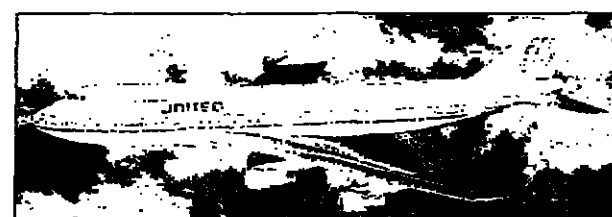
There is also a lot of life on the riverfront, where you will find the Natchez riverboat. Cruises are available on the Mississippi and there are tours to the swamp lands and to the site of the Battle of New Orleans in 1812. Altogether, there is nowhere in America quite like New Orleans.

## Freedom of the USA and a chance to fly there free

**A fourth day of competition and exclusive offers**

This week The Times invites readers to apply for a mystery pair of return East Coast US domestic flight travel certificates, which offer every reader the exclusive opportunity to fly free with United Airlines in Gateway to the USA.

From the high peaks of the Colorado Rockies to the beaches of Hawaii, from the bustle of New York City to the soul of New Orleans, you will be able to experience the very best of the USA with United Airlines. Your free pair of flight certificates will be valid for one route and selected at random from a range of destinations that could take you from any one of the United Airlines East Coast gateways of New York (Newark), Washington or Chicago (via New York-JFK) to



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Full details of how to apply for your free mystery tickets will appear this Saturday. You can even upgrade your transatlantic flights by taking advantage of our Gateway to the USA free seat class upgrade offer.

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To take advantage of this exclusive offer, simply collect the 12 special tokens that will be printed in The Times from Monday to Saturday for the next two weeks and book your transatlantic flight with United Airlines before February 1993. You will find your fourth token at the foot of this page. Details on claiming two free upgrades will appear in The Times on Saturday, September 26.



TOKEN 4

### Testing your times

Our week one Gateway to the USA competition offers you the chance to win one of 30 pairs of transatlantic return tickets to the United Airlines US destination of your choice, including five first prizes of two seats in Connoisseur Class.

**HOW TO ENTER**  
Each day this week we will set you a different brain-teaser constructed around a hypothetical United Airlines traveller. Make a note of all your answers throughout the week and complete the entry form that will be printed in The Times this Saturday, September 19, along with full entry details.

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A passenger boards a United Airlines 747-200 Flight UA907 which departs from Heathrow for New York (Newark) at 10.50 (assume

GMT), due to arrive 7 hours and 40 minutes later although a tail wind improves the flying time by 5 per cent. She then connects with another United Airlines flight taking off for Washington 1 hour and 15 minutes later and landing after a further 1 hour and 10 minutes flying time. After a 4 and a half hour stop in Washington, she resumes her journey taking off for her home in Buffalo, landing 1 hour and 20 minutes later. The next day, 14 hours later, she telephones a hotel in Tahoe to book her holiday accommodation for the next week. The receptionist promises that he will call back in an hour to confirm the booking. If he keeps to his promise, what time is it at the hotel when he makes the call, to the nearest minute? (New York, Washington and Buffalo are 5 hours behind GMT and Tahoe is 8 hours behind GMT. Please use the 24 hour clock and assume all actions are continuous)



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Statoil is the largest producer of North Sea oil and a leading player in the European gas market. The recently established international division has formed a unique strategic alliance with BP to pursue exploration and production opportunities. An outstanding corporate planner with previous oil industry experience is now required to provide a comprehensive strategic resource for this new business. Exceptional prospects for onward progression.

### THE ROLE

■ Reporting to the Head of Finance. Working closely with the Executive Vice-President International E & P and General Managers overseas on a wide range of long term commercial projects.

■ Prepare and consolidate four yearly, annual and quarterly business plans and develop a structured strategic planning process for the alliance.

■ Analyse the asset portfolio and activities of the business units to identify their long term potential for profit.

### THE QUALIFICATIONS

■ Graduate, ideally MBA, probably early to mid 30's. 5-10 years exploration experience as a geologist, geophysicist or petroleum engineer in a major international oil company followed by a period in a strategic planning role.

■ Bright, commercially astute, computer literate. Disciplined and detailed approach to business analysis. Able to bring real initiative to corporate planning.

■ Articulate with excellent presentation and interpersonal skills. Co-operative approach with strong team orientation. Ambitious and energetic.

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c. £65,000 package  
+ benefits

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## European IT Systems

EMI Music is a major global music company with £1.1 billion turnover and worldwide activities in record and music publishing. Rapid organic and acquisitive growth necessitates substantial IT systems upgrades across its European companies and the appointment of a key manager within the small head office to assist in its implementation. Demands a commercially astute IT professional with proven systems project management ability, European experience, languages and strong interpersonal skills. High profile role in a professional growth environment with excellent career opportunities.

### THE ROLE

■ Working closely with the European IT teams to ensure the continuing effective operation of local business systems and maintaining a high level of involvement with key systems developments.

■ Forging strong relationships with Regional IT and business Directors. Providing guidance and support on wide ranging issues including hardware/software selection, resourcing, planning and cost control.

■ Supporting the IT & Logistics Director in introducing structured IT planning, budgeting and monitoring, including state of the art project management techniques.

### THE QUALIFICATIONS

■ Mid 30s, graduate with record of success in managing varied IT systems projects in a progressive multinational. Ideally a Continental European. Wider commercial experience beneficial.

■ Demonstrable operational success and value-for-money achievement as a senior manager within a substantial IT department. First class analytical and problem solving skills at both operational and strategic level.

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## Property Manager

M4 Corridor. c £50k + Executive Benefits + Bonus

Our client is a leading and well known financial institution with a substantial portfolio of property throughout the UK and Scotland. In order to maximise the potential of this aspect of their business they are now seeking to appoint a high calibre professional property manager.

Reporting at Divisional Director level, the successful candidate will be responsible for significant capital and revenue budgets. Developing and delivering best practice in all aspects of facilities and estate management with a view to maximising asset value, the postholder will provide a value for money service throughout the organisation.

The successful candidate will have a proven track record of innovation and leadership in a similar role and will ideally have managed a national or international portfolio of property through heads of department. Exceptional people skills are prerequisite in order to realise the full potential of this role and should be coupled with the ability to think strategically, analyse and plan in a highly commercial organisation. Candidates should be FRICS qualified and possess a sound technical knowledge of the legal aspects of property and facilities management.

The benefits package is commensurate with the high profile and importance of the role and includes fully expensed executive car, subsidised mortgage, pension, health care and relocation expenses if appropriate.

If you have the skills and drive for this demanding role, write with full CV and current package to Mavis Woud, KPMG Selection & Search, Linacre House, Southernhay East, Exeter EX1 1UG Telephone (0392) 211661

**KPMG** Selection & Search

## Senior Retail Marketer

£ Exceptional Package + Car + Benefits

Retailing is undoubtedly one of today's most challenging, demanding yet highly rewarding industries

Our client has already established outstanding success in its marketplace by offering quality, value for money products in a consumer friendly environment.

As part of a major international group, it is totally committed to further expansion and has created a new role for a very senior marketer as number two to the Marketing Director. As well as having total responsibility for spearheading our client's future development, the individual will need the skills and credibility to be able to assume the Director's role within a relatively short timescale.

To be considered for this position, you must demonstrate outstanding strategic and analytical skills and evidence of real achievements in the consumer and retail marketing world. If you are aged under 32 years or are earning less than £35,000 it is unlikely you will have the depth of experience required.

If you are looking for a real challenge call Hilary Hoolahan on Sunday 13th September between 10.00am and 3.00pm, or during the week at: Ball & Hoolahan, 75/77 Margaret Street, London W1N 7HB. Telephone: 071-323 4041. Fax: 071-323 2163.

Or alternatively fax your cv through with full salary details. All replies will be treated in strictest confidence. Our client is an equal opportunity employer.

**BALL & HOOLAHAN**

## There's only one reason why hybrid I.T. Managers should read this advertisement

(and it isn't the 6-figure package)

This is an unashamedly elitist advertisement. It is aimed at the cream of IT Practitioners and Business Consultants. People - probably in their late 20's or early 30's - who already command a substantial income. Professionals who are highly respected, extremely well rewarded and probably not seeking a career change.

There are very few people who, in all honesty, can be described as 'Hybrid IT Managers'. I'm looking for five of them. I will be offering an open brief to drive through effective change programmes, involving significant IT initiatives, for probably the most progressive securities house in the world. Operating out of London, Tokyo, New York, Hong Kong or Singapore, these five key players will bridge the traditional IT/business management divide to deliver vital strategic solutions. How they achieve it, however, is entirely their business.

An environment so free from restrictive practices and professional constraints demands incisive, disciplined minds. I am looking for people with an impressive development pedigree who are steeped in workstation and distributed database technology. Abreast of all the latest thinking on co-operative processing in a real-time,

message-based environment, they must understand the critical business risk and cost ramifications of all strategic decisions. Also, although they may not know the securities industry, they will certainly have the intellectual agility and flexibility to master, very swiftly, its many subtleties.

The rewards certainly match the proposition. However, the greatest reward of all cannot be measured in mercenary terms. The chance to write your own job brief and become one of the chief architects of global change must be the strongest possible reason for responding. My client plans to be the most visibly successful securities firm in the world - delivering that pledge could be your challenge.

Please contact me - John Miskelly - on 071-253 7172 during office hours or on 0831 145022 evenings and weekends. Alternatively, write to me personally (naming any company you wish to exclude from consideration), quoting reference 560 at: JM Management Services Limited, Chandos House, 12-14 Berry Street, London EC1V 0AQ. Fax 071-253 0420.

### OPEN SYSTEMS TECHNICAL CONSULTANCY

Our client is a highly respected and fully integrated computer services company offering complete open systems solutions. They now require high calibre individuals to fulfil key roles within three specific technical categories. It is essential that you are a graduate with seven years IT experience possessing a structured development background, with a good commercial awareness and a proven track record in similar projects.

#### OPEN PLATFORMS

£38K - £42K+

#### LONDON/UK

For these roles an in depth knowledge of the UNIX environment as a whole is essential and skills will previously have been applied in a systems management/administration or technical support/engineering capacity. Experience should include a combination of shell programming and networking and distributed system issues: TCP/IP, OSI, X25 and communications hardware.

### RDBMS TECHNOLOGIES

£38K - £42K+

#### LONDON/UK

For these roles a minimum of 3 years experience is needed with ORACLE or INGRES. Roles centre around front end analysis and technical design and relevant background will include a combination of the following: Data analysis and modelling, structured methods, CASE tools, Systems architecture, SQL and client server technology.

### DEVELOPMENT SPECIALISTS

£38K - £42K+

#### LONDON/UK

For these roles a programming, design and development background is essential and any individual must have strong GUI skills i.e. MS WINDOWS, SQL WINDOWS or X-WINDOWS. In addition experience of C++, VISUAL BASIC, MOTIF or PRESENTATION MANAGER would be of special interest.

For further information telephone Andrew Lawson on 0245-344670 (2.00pm - 6.00pm weekends) or the number below in office hours.

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- **PREFERRED AGE** 38 - 50; Location Leeds

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13-14 South Parade, Leeds LS1 5QS Fax: 0532 426888  
A DIVISION OF TYZACK & PARTNERS

## General Manager Speciality Materials

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- **THE TASK** is to achieve increasing financial returns through radical improvements in manufacturing standards, efficiencies and controls. Substantial capital investment is planned.
- **THE NEED** is for an outstanding graduate engineer with at least 5 years experience of the management of continuous production operations. Commitment to high standards combined with drive and commercial acumen are required. Preferred age 28 - 35.
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8 Hallam Street, London W1N 6DJ Tel: 071 580 6113 Fax: 071 631 5317  
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The Training and Business Factory is a results driven, quality orientated, national organisation expanding rapidly in both government funded and commercial training markets.

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**BUSINESS MANAGER**  
To £25K + car + incentives

You will be responsible for all aspects of running a dynamic training business, working closely with local partners such as The Training and Enterprise Councils, Employment Services and Employers.

Applicants should be of graduate calibre and aged between 25-35. Candidates must be able to demonstrate operational, business development and financial management ability and possess first class organisational skills, energy and enthusiasm.

A background in either recruitment or other service industries would be particularly relevant.

Please apply in writing enclosing CV and covering letter (please enclose a day time telephone number) explaining why you wish to be considered to: Jackie Leakey, The Training and Business Factory, 13/14 Ellerslie Industrial Park, 11 Lyham Road, London SW2 5DZ. Closing date for application is Friday 25th.



## MANAGER OF INFORMATION TECHNOLOGY

EXCELLENT BENEFITS PACKAGE

**CABLE LONDON PLC** provides cable TV and telephone services to domestic and business subscribers in North London.

To Cable London, IT systems are part of the technical and service infrastructure upon which the business depends.

A senior manager is required to lead the small team of systems professionals who provide IT support to the operating divisions. The primary system environments are AS/400, providing network and sub-system management and accounting services and PC/LAN (Novell) based office systems. Specialist systems are also in use in Planning and Engineering.

**NORTH LONDON**

The successful candidate will be educated to degree level and have significant management experience in a similar position.

He/she will be comfortable in an expanding organisation and have a strong business and customer service focus. It is unlikely that anyone under the age of 35 will have the necessary experience to fill this role.

The reward package is fully commensurate with the importance of this senior position.

Apply with CV to: Jan Tilling, Personnel Manager, Cable London plc, Progress House, 50 Chardon Road, London N8 8EX

Stanley Thomas and Mary Glasgow Publications are now merged into a single operating company in which both brand names will be preserved in forming a "new" major UK Educational publishing house.

Publications cover the comprehensive range of primary, secondary and college needs with major strengths in maths, science, humanities and modern languages.

The Company is a key U.K. member of Wolters Kluwer, a £700m education and information services group whose interests extend throughout Europe and the U.S.A.

Reporting to the Managing Director, you will be expected to take full control of the accounting functions of the two companies currently in the merger process. In addition you will be responsible for the transition of the accounting activities onto a new custom written system which is currently being specified and where you will have an important input. The successful completion of these activities to a tight time schedule will be key tasks to be addressed immediately following your appointment. You will also be expected to contribute to ambitious strategic/financial plans of the company.

# FINANCIAL DIRECTOR

CHELTENHAM

Publishing

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A formal professional accounting qualification, a business studies degree or appropriate qualification is required and a background in publishing is desirable but not essential. In addition you must be able to demonstrate a successful career history at a senior management level with responsibility for the full range of accounting services, including the IT function. You will probably be in the age range 35-45.

An excellent benefits package will include a starting salary of up to £40K. In addition, a generous performance related bonus will reward achievement. A quality car, non contributory pension scheme, generous life insurance and health care for self and family are also provided.

If you are ambitious, hardworking and have the capacity to produce quality results under pressure and win credibility with your team approach, apply in writing with a current C.V. stating how our requirements are met and a telephone number for contact to:

Peter Jones,  
Group Human Resources Consultant,  
131 Holland Park Avenue,  
London W11 4UT.

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The Company is an established manufacturer of mechanical power transmission equipment, as well as heavy duty industrial motors. Alert to the opportunities in its marketplace, it has developed a strategy which includes a new range of high voltage motors which would be locally manufactured.

The market potential is impressive, both in the indigenous mining industry and possibly in exports. Moreover, the company's management has a track record in vigorous, entrepreneurial development of market share.

The HV Motor Specialist would be responsible for the design and interpretation of technology transfer for a range of HV motors, against a market analysis prepared by the company. The role will include advising on production requirements and planning, external sourcing of components, the training of engineers and technical support of the sales force.

Our client is flexible about the terms required (including contractual basis, length of commitment, location) to make the relevant technical experience available to the project. Age is also flexible, but candidates will have the personal and professional stature to represent the project in academic and industry circles.

Please write enclosing full CV, quoting ref 572, to Robin Rogers, Whitehead Selection Ltd,  
43 Welbeck Street, London W1M 7HF.  
A Whitehead Mann Group PLC Company.

whiteheadselection

## GENERAL MANAGER

### National Glass Recycling Company Salary c £33,500 + car + benefits

This is an exceptional opportunity to establish and develop a national company dedicated to the collection, marketing and profitable disposal of waste glass to the glass packaging industry.

The General Manager will meet the challenge of creating a business which contributes to improving the environment and provides a source of raw material to a major industry.

The key responsibility of the role will be to set standards of performance for the company and to ensure these performance levels are achieved.

In addition to substantial experience in senior management the successful candidate must have the ability to inspire and motivate people at all levels. Educated to degree level applicants will have a good commercial background with experience in glass or some related manufacturing environment. Excellent interpersonal and negotiating skills are also essential criteria. As this role will be in the public eye the person appointed will have significant personal presence and authority.

Applicants should write enclosing full CV and salary details to:



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EXECUTIVE SEARCH & SELECTION  
57 Goodramgate, York YO1 2LS. Telephone: 0904 610657

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In return for your commitment, you will enjoy excellent marketing back-up, high basic salary coupled with a profit-related incentive scheme and broad scope for career development.

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## THE SUNDAY TIMES

### 1992 SALARY SURVEY FOR SENIOR MARKETING PROFESSIONALS

In conjunction with The Sunday Times, Michael Page Sales and Michael Page Marketing are producing a series of detailed Salary Surveys to cover the following business sectors:

Professional Services  
Telecommunications  
Information Technology & Computing  
FMCG and Consumer  
Industrial and Business to Business

September 1992  
November 1992  
January 1993  
February 1993  
March 1993

Each eight page publication will also include topical recruitment and marketing issues, contributed by prominent personnel and marketing professional within each sector.

The publications are available to interested Sales, Marketing or Personnel executives.

To receive a specific publication please forward your business card, indicating which one is of interest to you, to Helen Parry at The Sunday Times, Classified Department - Level 5, 1 Virginia Street, London E1 9BL.



**MICHAEL PAGE MARKETING**

Specialist Recruitment Consultants  
London Windsor Birmingham & Leeds

If you believe you have been unfairly dismissed, you may need help to claim compensation. **Widget Finn** investigates

**T**he strain of redundancy and the problems of finding another job are a burden. Would the prospect of taking your former employer to an industrial tribunal just add to your worries?

Industrial tribunals are independent judicial bodies that settle disputes between employees and their employers about employment rights. If you have been made redundant unfairly or your employer will not pay your redundancy entitlement, go to an industrial tribunal, advises Isabel Facer, employment rights worker at Camden Tribunal and Rights Unit in London.

"Do not have any illusions that an industrial tribunal will right all employment wrongs," she says. "And the procedure can be long and drawn-out."

Jennie Moore (named changed) was made redundant a year ago from her job as an investment manager with a financial company, and her case is scheduled for November. But Mrs Moore has found the delay is to her advantage.

"At the time," she says, "I felt highly emotional about the redundancy. But now I feel just angry at the way I was treated. The money I may be awarded is irrelevant. I am fighting for the principle."

Mrs Moore, who was pregnant, found when she was made redundant that another person was

## Should you go to a tribunal?

earmarked for her job. She is claiming unfair dismissal and sex discrimination, which the company has not denied.

The first step is to decide whether you have a strong enough case to go to tribunal. A booklet produced by the employment department, which outlines the various legal provisions, is available from Jobcentres and social security department (DSS) offices.

Unfair selection, a frequent complaint in redundancy cases, is where someone has been in a job for several years, then is replaced by another person who better fits the company's strategy. Sometimes, when a position genuinely becomes redundant, the employee has to claim redundancy payment through an industrial tribunal either because the company will not

pay, or cannot pay because it has gone into liquidation. In that case, an individual can get payment through the employment department's redundancy fund.

When Mrs Moore received her redundancy notice, she did not know where to go for help. A friend suggested the citizen's advice bureau, whose local branch referred her to one of the legal units set up by the CAB to offer free employment law advice.

Some solicitors are prepared to help but, says Michael Delaney, a partner in Bells, a Surrey firm of solicitors, legal aid is not available for proceedings before an industrial tribunal.

"A solicitor can give up to two hours' legal assistance under the 'green form scheme'," Mr Delaney says, "but is unable to represent a



Countering hesitancy: an important part of the job for rights worker Isabel Facer is reassuring people

client before the tribunal. You cannot recover your legal costs unless you can prove that your employer has acted maliciously, vexatiously or unreasonably, and it is difficult to get payment enforced."

When you have decided to proceed, you must write to your employer setting out your case and the

compensation you seek. The next step is to apply to the industrial tribunal on a form available from the local DSS office or tribunal court. You must apply within three months of being made redundant.

You have to be employed by the company for at least two years to qualify, and compensation will be assessed by the industrial tribunal

on the number of continuous years you have completed, up to a maximum of 20.

The tribunal will send a copy of your application to your former employer, who has to reply within 14 days in order to contest the case. At this stage, the Advisory Conciliation and Arbitration Service (Acas) will probably become involved.

The timescale of the process varies in each region, but it takes at least three months to get a hearing, and usually lasts about a day; the lengthy industrial tribunal cases that are reported nationally are not typical.

Ms Facer says an important part of her work is to give clients reassurance and support. "People are often nervous about taking on a big company," she says, "and are frightened at the thought of an industrial tribunal. We explain what will happen on the day and discuss who will be there. It's helpful to sit in on another case beforehand to see what to expect."

Frequently, Ms Facer says, employers, worried at the prospect of a claim at the eleven-hour.

But are your future job prospects affected if you take your employer to an industrial tribunal? Mrs Cooper, with her case still pending, does not think so. "I made a point of explaining what I was doing when I went for an interview recently," she says, "and the company was supportive. They must have believed I was in the right — they gave me the job."

Acas, 83 Euston Road, London NW1 1AF. Information about the industrial tribunal process can be obtained from citizens' advice bureaux, DSS offices and Jobcentres.

Mercury Personal Communications (MPC) are introducing a revolutionary new communications system, based on an advanced radio network, which will offer millions of people the freedom to communicate with each other, through a pocket phone that makes and takes calls on the move. It will be simple, convenient and affordable.

In fact it will offer so much more to both businesses and individuals, that before too long the idea of buying a telephone system which is connected by wire will seem, well, quaint.

As leaders in this new technology, part of MPC's huge investment is dedicated to building the most professional sales and marketing operation, drawing the very best people from a wide variety of industry backgrounds.

The following key roles present exciting and challenging opportunities to contribute to the launch of a new technology and the successful establishment and growth of undoubtedly a major Communications force:

### Divisional Manager - Direct Sales c. £50K

Your task will be to recruit and develop a dynamic, field-based sales force, responsible for maximising sales to small and medium-sized businesses.

With outstanding leadership and communications skills, you must have had at least two years' direct line management experience, gained within a highly competitive and fast-moving commercial environment, e.g. Office Equipment, Vending, Telecommunications (key systems).

This division's rapid growth and evolution will undoubtedly provide wide-ranging opportunities for individuals who have previously built and managed a direct, territory based, sales force, ideally from inception. Ref: 6480

### Sales Executives c. £30K

Focused on small and medium sized businesses within a defined territory, you will follow up supplied leads to achieve optimum sales. This will mean aggressively exploiting your local knowledge to build up a strong and growing customer base.

You will need to have gained at least three years' successful sales experience in a highly competitive environment, e.g. Office Equipment, Mobile/Telecomms, Consumer Electronics or from within a Dealer/Distributor selling direct to small businesses. For a well motivated sales professional geared to achieving results, the prospects are excellent. Ref: 6483

## PEOPLE GOING PLACES.

### Account Managers - Indirect Sales c. £45K

Your primary task will be to design and implement effective business plans and motivational incentives to stimulate proactive sales of MPC's products (PCN). This will include initiating promotional activity and ensuring that a major 3rd party sales force is well equipped to sell PCN as an integral part of their overall prestigious product portfolio.

You will have a minimum of three years' demonstrable sales success through a third party chain, including joint partnership programmes, promotional activity and support training. Preferably within a quality driven Computer or Telecommunications environment, you may have gained your experience in OEM/VAR/Distribution divisions. Ref: 6477

### Technical Support Manager c. £30K

Your key role will be to provide reliable technical and project management support, both pre and post-sales, to the PCN dealers and direct sales force. This will involve you in close and detailed liaison with engineering, marketing and sales specialists, together with customer presentations and demonstrations, ensuring that all technical queries are satisfied.

Possessing obvious commercial acumen, you must have an excellent understanding of radio/mobile communications, and a proven track record in a similar role. Ref: 6481

### Corporate Account Manager c. £45K

Working in conjunction with established corporate account teams, you will be responsible for integrating the PCN offering into the strategic account plans of the UK's most prestigious companies. This will demand professional account management skills incorporating detailed account planning, effective multi-level selling and strong negotiating abilities. Your major/national account management experience will probably have been gained within a Telecommunications, Business Products or related environment and specific knowledge of selling into Mercury or B.T. would be a distinct advantage. Ref: 6478

### Sales Development Manager - Retail c. £40K

The creation and development of a network of quality retail outlets is a key part of our marketing strategy. Your responsibilities will include the identification of suitable channels to the consumer market, the establishment of commercial trading terms and motivational marketing and support programmes.

To do so, you will need a minimum of two years' retail key account management experience, including contract negotiation, probably gained in a consumer electronics or competitive FMCG environment. Entrepreneurial flair, supported by sound commercial acumen, will be essential qualities in pioneering sales through innovative non-traditional outlets. Ref: 6472

### Manager - Agency Sales Force c. £45K

Managing the relationship with our independent Field Marketing Agency, who will in turn provide a contract sales force to address the consumer market, this is an exciting role of critical importance. With at least two years' field sales management experience, gained within a blue chip environment, ideally in a field marketing agency or consumer sales, you must have a knowledge of "lead management" techniques applied to a third-party sales force. Ref: 6473

Based in LONDON and the SOUTH EAST, each position carries a highly competitive salary and fully comprehensive benefits package, including an attractive company car scheme. Earnings quoted include bonus or commission where appropriate and will be offered at a level commensurate with experience.

To apply for these challenging positions, please send a full CV, quoting the appropriate reference number to, SHIRLEY PRUDEN or TRACEY RICHARDSON at Highfield International, 1 London Rd, Newbury, Berkshire RG13 2JL. Fax: 0635 38837.

Applications from recruitment organisations are welcome; however, Mercury Personal Communications request that they must be directed through their retained consultant, STEPHANIE KIRBY at Highfield International.



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## General Manager

Leisure and Sports Consumer Goods

Central London

£ Excellent Package

Our client is a young, dynamic organisation which has enjoyed phenomenal growth in an extremely short timescale in the leisure and sporting goods sectors. Its existing portfolio of products continues to expand at the premium end of the market. As a result of this growth, the company is now seeking a senior individual to manage the next stage of this expansion. Reporting to the board, your responsibilities will be broad in nature across three distinct product areas. These will include: strategic marketing and branding for product groups, full profit and budgetary responsibility, customer services, control of the sales function and management of operational and distribution systems. In addition, you will be involved in the setting up of the distribution network for European markets.

To be appropriate, you will be a graduate aged 35-45, from a marketing background, but with a demonstrable knowledge of distribution and operational systems. Ideally this will have been within the sporting goods sector, although candidates from strong branded consumer backgrounds will receive equal consideration. Critical requirements will be your managerial and motivational expertise, coupled with excellent interpersonal skills.

This exciting opportunity offers excellent career progression to someone who is keen to develop in a commercial environment. To express an interest, contact Kevin Dunbar at Michael Page

Marketing, Page House, 39-41 Parker Street, London WC2B 5LH. Please quote ref: MPM 014.



**MICHAEL PAGE MARKETING**

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If you answer "YES" to these questions you could be just the person I am searching for. Why not write to me today, with your CV and current salary.

Jane Dalton, Advertisement Sales Manager,

Times Supplements Limited, Priory House, St John's Lane, LONDON EC1M 4BX Tel: 071-782 7620



071-481 4481

## EXECUTIVE OPPORTUNITIES

FAX 071-782 7826

## Information Management Processing & Engineering

To £45,000 + Car + Benefits

North West

Highly visible roles in a major British group committed to developing and implementing a well planned, business driven, information technology strategy. Market leader with strong order book focusing on international growth. Decentralised business units supported by central and distributed IT operations networked together. Reporting to the Director-IT, two key new appointments have been created. Both positions require graduates, probably early to mid 30's with line or consultancy backgrounds. Excellent interpersonal skills, energy, commitment and senior management credibility are essential.

### Information Strategy Manager

#### THE POSITION

- Responsible for the development and management of the information strategy.
- Review the information architecture in line with business requirements and future direction.
- Establish corporate and business data models. Provide an EIS service to the centre.

#### QUALIFICATIONS

- Proven success in strategic business analysis and information systems development.
- In-depth knowledge of data management/modelling. Understanding of business process re-engineering an asset. Business and technical awareness essential.

Ref SL3605

### Technology Strategy Manager

#### THE POSITION

- Responsible for the development and management of the technology strategy.
- Review the technology infrastructure to ensure it meets current and future business needs.
- Evaluate emerging technologies. Inform and guide on business enhancement through computing and telecoms technologies.

#### QUALIFICATIONS

- Proven success in strategic technology planning and infrastructure development.
- In-depth knowledge of computing and telecoms technologies. Able to communicate technical issues simply. Information systems and commercial awareness essential.

Ref SL3606

Please reply in writing, enclosing full cv, quoting relevant reference  
7 Shaftesbury Court, Chalvey Park, Slough, SL1 2ER

NBS

NBS SELECTION LTD - a Norman Broadbent International associated company  
SLOUGH 0753 819227 • BIRMINGHAM 021 233 4656 • LONDON 071 493 6392 • BRISTOL 0272 291142  
GLASGOW 041 204 4334 • ABERDEEN 0224 638080 • MANCHESTER 0625 539953

Hemel Hempstead

c.£35,000 + Car

## OPEN SYSTEMS Marketing Managers

Bull is a \$6.5 billion global organisation and a leader in Open Systems. We have created a worldwide organisation to manage our extensive investments in the Research and Development (\$2 billion over 4 years) of products within the Bull Distributed Computing Model, which will enable our customers to integrate distributed Open Systems with proprietary technologies.

Our facility in Hemel Hempstead is the European centre of excellence in the development of advanced products in transaction processing and printing systems for use throughout the world. We are increasing our investment in resources in 1992 and beyond.

In this role, you will have worldwide technical marketing responsibility for a specified family of Open Systems software products. This will span the entire product life cycle, from researching and establishing global market requirements and liaison with Research and Development, to setting the product marketing strategy with full marketing mix responsibility.

There will be extensive liaison with our affiliates and customers on a worldwide basis, on both the technical and commercial levels.

Your background must include technical marketing or product development within the Open Systems environment, ideally with worldwide, rather than national responsibility. You will have both the technical credibility to interface with Research and Development and the commercial credibility to liaise effectively with our affiliates - well developed interpersonal and communication skills are essential for both aspects of the role.

Please send or fax your CV quoting the reference number 2312 to Goodman Graham & Associates, advising consultants, at 8 Beaumont Gate, Sharnley Hill, Radlett, Herts WD7 7AR. Tel: 0923 855515. Fax: 0923 854791.

Worldwide

Information

Systems

Bull

London

Excellent package + benefits

## Corporate Telesales Manager

Contribute to the growth of a Retail Revolution

PC World is an entirely new concept in UK retailing. Launched in 1991 as the UK's first Computer Superstore, we are key to the business strategy of our parent, Vision Technology Group.

This highly visible initiative has further strengthened Vision Technology's position as Europe's largest computer mail order supplier. Two stores are currently trading successfully, with another two scheduled to open by the end of 1992. As the next stage in our growth, we are establishing a central telesales team to further develop our business with corporate organisations. We now wish to appoint an outstanding Corporate Telesales Manager to lead this initiative.

Reporting to the Chairman, your brief will be to build a highly committed corporate telesales team, motivated to provide a quality service and achieve significant revenue targets. You will put in place the systems and procedures necessary to operate effectively and will work closely with marketing to develop marketing communications

**PC WORLD**  
THE COMPUTER SUPERSTORE

programmes, raising our profile with large business and public sector organisations.

The right individual will have significant experience of building and managing successful telesales teams within the PC sector. This will include 'hands-on' experience of telesales into large organisations and very impressive team leadership and motivational skills. You will also need strong planning and organisational expertise and thrive in an entrepreneurial and high pressure environment.

This is an exceptional opportunity to build a new telesales organisation; to leverage significant company strengths in this new initiative; and to contribute to the continued growth of one of the most exciting and successful new ventures of recent times.

To apply, please send or fax your CV, quoting reference 4102, to Goodman Graham & Associates, advising consultants, at the address below.

**GOODMAN GRAHAM**  
AND ASSOCIATES

8 Beaumont Gate, Sharnley Hill, Radlett, Herts WD7 7AR.  
Telephone: 0923 855515. Fax: 0923 854791

## Managing Director Marketing Services

c.£50,000 + Bonus + Benefits

South East

Profitable and acquisitive, this plc subsidiary is well placed to develop existing operations into new business areas. The new MD will spearhead this expansion.

#### THE COMPANY

- Attractive, sound, highly professional service business. Blue-chip client list.
- Ongoing capital investment programme; strong support from plc parent.
- Key strengths in direct mail, database marketing and telemarketing. Needs to expand services to fulfil growth potential.

#### THE POSITION

- Reports to plc Board Director. Full P & L responsibility for multi-site operation employing c.50 people in sales, operations and administration.
- Develop strategy to broaden service base; determine and achieve sales and profit objectives for the business.

- Front-line role in account development. Identify and exploit new market opportunities.

#### QUALIFICATIONS

- Strongly sales-oriented with proven account handling and people management skills.
- Background at senior level in marketing services; graduate calibre.
- Commercially astute, innovative, results oriented. A leader with vision.

Please reply in writing, enclosing full cv, Reference SL3712  
7 Shaftesbury Court, Chalvey Park, Slough, SL1 2ER

NBS

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## REGIONAL MANAGER Middle East

Excellent Tax Free Salary &amp; Benefits • Dubai

With a wide ranging and innovative product portfolio embracing both technical and consumer products, our client is a recognised world leader in its field and a genuinely global blue chip organisation.

A recent internal promotion has created this challenging opportunity for a graduate calibre Marketing/Sales professional, aged at least 35, to head up their Dubai operation.

Reporting to the UK head office, you will be responsible for the continued development of Middle East business, working closely with your team of area managers to manage and maintain our client's well established distributor relationships.

Since this involves working partnerships with local, often family owned, companies and close collaboration in joint marketing plans and budgets, a full understanding of, and empathy with, local culture and business practice is

essential. It is probable, therefore, that you have a proven track record in a similar Middle Eastern management role.

While a commercially adept and decisive mind is an obvious prerequisite, the management and motivation of this particularly close-knit team will call for excellent man-management skills, tempered with tact and sensitivity.

If you have the correct blend of business acumen and cultural awareness this important, highly visible role demands, you can look forward to excellent expatriate terms including an attractive tax free salary.

To apply, please write with full CV and salary details to The Confidential Replies Supervisor, Ref: SAR2, Kingsbourne Advertising, Salisbury House, Bluecoats, Hertford, Herts SG14 1PU, clearly stating the names of any organisations to whom your application should not be sent.

K

KINGSBORNE  
ADVERTISING

## Sequent Systems Sales

London, Manchester &amp; Scotland

Earnings c.£70,000 + stock options

According to June's IDC figures, Sequent now lead the UK market with a 26% share of the medium to large open systems hardware sector (\$100k to \$1 million value).

Impressive figures indeed. Particularly when you realise that our closest competitor trails us by 10%.

Our sales in the first two quarters have grown by over 70%.

We added 40 new name customers in the same period.

At a time when the market certainly seems to need Sequent, we need you.

For those with a particular flair for new business and the management of a high level sales process, we offer the task of identifying and developing large accounts. As you might expect, the rewards and prospects will reflect both the calibre of the people we expect to recruit and the

needs of an organisation continuing a prolonged growth phase.

Certainly, natural over achievers will find earnings well in excess of industry norms a reality. In all cases the excellent benefits package will include fully expensed car and stock options.

To apply, you will need at least 5 years' over achieving minis/mainframe sales experience and specific exposure to open systems will obviously give you an edge.

Send your CV to Christine Gladen at Sequent Computer Systems Ltd., Weybridge Business Park, Addlestone Road, Weybridge, Surrey KT15 2UF. Fax 0932 859220.



SEQUENT

## DIRECTORS

YOUR NEXT CAREER MOVE COULD BE THE MOST IMPORTANT ONE OF YOUR LIFE



Europe's leading outplacement and career management consultancy. InterExec has over 15 years' experience of managing career change for senior executives and many of Britain's largest companies.

By accessing over 6,000 unadvertised vacancies a year, mostly at £40-150,000 p.a. InterExec provides clients with vital market intelligence AND its subsidiary, InterMex, makes recommendations from its candidate bank without charge.

For further information call Keith Mitchell on 071-930 5041.

INTEREXEC PLC Landseer House, 19 Charing Cross Road, London WC2H 0ES.

ACCESS THE UK'S LARGEST SINGLE SOURCE OF UNADVERTISED VACANCIES

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## EXECUTIVE OPPORTUNITIES

FAX 071-782 7826

## SALES CAREERS FOR YOUNG PEOPLE WITH POTENTIAL / £16-22K + CAR

FOOD  
FOR  
THOUGHT.

Master Foods

Pedigree Petfoods

Mars Confectionery, Master Foods, Pedigree Petfoods: three established international market-leaders sharing one exciting business vision. With top brands, high-level investment and sustained commitment to ongoing personal development, the global Mars organisation is the place to be for young sales professionals. Together, we can offer you some of the most challenging sales opportunities in the UK. That's why, if you're looking for real career progress, our proposition is the one you should be thinking about.

We're looking for young, high-calibre, results-driven individuals to work as part of our sales teams. Whichever company you join, your objective will be to maximise the performance of major brands: your strategy will be to foster mutually beneficial working relationships with key customers - and to ensure that our brands enjoy the highest possible profile wherever they are sold.

Qualified to degree or good A-level standard, you must have undergone structured professional training in a blue-chip environment.

Even though you're still within the first three years of your career, you must be able to demonstrate a record of achievement, and already have made an impact on your business. This means your commercial effectiveness must be backed by proven influencing skills and intellectual power.

Prove your worth to us, and we'll offer you a starting salary within the range indicated plus a valuable package of non-contributory benefits including a choice of car, pension, life assurance and health care schemes. Opportunities currently exist in: Scotland; the North East; the North West; the Midlands; London/South East. You must be prepared to move in order to take full advantage of the unrivalled personal development prospects.

We only recruit the best. If you're confident that you can give us food for thought, telephone our consultants on 0628 891289 as soon as possible during normal weekday business hours.

All Mars companies are equal-opportunity employers.

## HUMAN RESOURCES OFFICER

Merseyside c £23,000 + BUPA

News International Newspapers Ltd are the publishers of The Times, The Sunday Times, The Sun, The News Of the World and Today and are part of the worldwide media group The News Corporation. To help consolidate our position as market leaders, we are committed to a programme of organizational development, involving initiatives in management training, employee relations and communications.

Our Knowsley production plant has approximately 400 employees and currently has a vacancy for a Human Resources Officer.

We are now seeking an accomplished and enthusiastic Human Resources individual to perform a key role in a small team. Reporting to the Human Resources Manager you will be engaged in providing a front line personnel service to all departments. There is, therefore, a requirement to work afternoons, evenings and Saturdays.

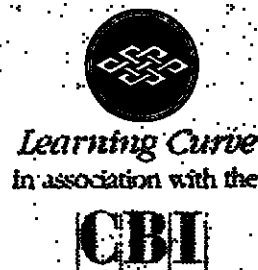
Dealing with people at all levels you should have excellent communication skills and the confidence and maturity to work on your own initiative.

Training and Development is a prime focus for this role, therefore excellent presentation skills and experience as a stand-up Trainer are a must.

Ideally you will be IPM qualified and/or educated to HND/Degree level with a minimum of 3 years experience covering all areas of personnel and training.

In return we offer a competitive salary and benefits package, including 4 weeks holidays and private health insurance.

Applicants are invited to submit a detailed Curriculum Vitae to Mrs Susan Yell, Human Resources Manager, News International Newspapers Ltd, Kitting Road, Prescot, Merseyside L34 9HN.



## The Role &amp; Development of the Recruitment Industry in the 1990s

October 8th 1992

◆ **Alliances & Partnerships** - widely viewed as one of the keys to business growth in the recruitment market of the 1990s - what are the key principles involved in forming and successfully managing them and what new powers can they give to corporate and professional recruiters?

◆ **New Technologies** - Videophones & low cost videoconferencing will be here in less than 12 months - how can they be used to differentiate your business and what impact will they have on the recruitment process and cost structure?

◆ **Facilities Management** - contract and interim management recruiters are ideally placed to 'Network Manage' the growing pool of self-employed professionals - this is 'Big Business' but is it right for your organisation and what will it take to become a significant player?

◆ **European Recruitment Legislation** - the UK has one of the most liberal sets of codes in Europe - should we push to have our practices adopted across the EC and what commercial advantages would we gain? High value, practical advice and information on these and many other vital issues will be delivered by leading individuals working in business, government, management consulting and the recruitment industry itself - if you're serious about success in the 1990s you need to be there.

Speakers include: Executive and Senior Management from The Confederation of British Industry, The Institute of Manpower Studies, NB Selection, Merion Associates, Reed Personnel plc, BNFL Enterprise Ltd, British Telecom, Nabarro Nathanson, P.E. International plc, IBM UK Ltd, Business Strategies UK Ltd, The Department of Employment, Chairman - Richard Pearson - Director of The Institute of Manpower Studies, Keynote Speaker - Dr Jordan Lewis - the world's leading consultant on Strategic Alliances.

The conference will be held at The CBI, 105 New Oxford Street, London WC2A. For credit card bookings and a full conference agenda, please contact Karen Treven, Conference Administrator, CBI Conferences at the above address, Tel: 071 579 7400 Fax: 071 497 3646

THE TIMES Official Media Partners THE SUNDAY TIMES

## Project Leader

## Senior Analyst

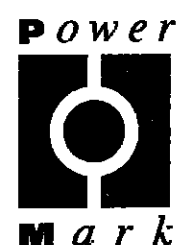
Kuwait

Both of these appointments are responsible for a variety of analytical activities, encompassing the development and implementation of operational research systems analysis and the revision of Standing Systems. A major aspect of the work also includes the planning, design and implementation of sophisticated Management Information Systems.

Candidates must have a degree in a mathematical discipline, industrial engineering or engineering. This should be supported by approximately 2 years' hands-on experience in operational research and management with a strong computer bias.

The ability to work effectively and fully exercise your talents in the Gulf environment, particularly during the dynamic period of the reconstruction of the State of Kuwait is essential. In return you will receive a remuneration and benefits package which reflects your qualifications and experience and our desire to attract applicants of the highest calibre. Included are 42 days paid annual leave, annual return family airfares, nominal rent accommodation and free medical care.

Make the most of these outstanding opportunities by forwarding your CV, together with a copy of your passport and all educational and professional certificates, to: Sue Duffy, Senior Administrative Officer, Kuwait Oil Company (KSC), 26/28 Great Portland Street, London W1N 5AD.



Powermark plc, the United Kingdom's largest direct supplier of specific hardware solutions, is recruiting more key personnel. Already the market leaders, our increasingly impressive client base will quickly take sales over our current £5 million per annum.

The company is ambitious for growth, aggressive in their marketing, totally dedicated to BS5750 quality and customer satisfaction, and is very, very successful.

Not surprisingly, we are looking for the best, because only the best will enable us to continue our impressive growth.

## National Sales Manager

£25,000 + car + benefits OTE £80,000+ based on current sales

Reporting directly to the chairman, you will lead, motivate and train all sales staff, develop existing and new corporate accounts and assist in formulating future policy and targets.

Applicants must be able to prove a successful and consistent track record in a similar position in the personal computer industry.

## Corporate Account Manager

£18,000 - £21,000 + car + benefits OTE £70,000+

You will develop existing and new corporate accounts. Applicants would ideally be educated to degree level and must be able to show a career profile equal or leading to this position in the personal computer industry.

## Internal Sales Executive

£12,000 - £14,000 + benefits OTE £40,000+

You will deal with the direct sales resulting from our aggressive marketing campaigns. Applicants must have experience in a similar position or show outstanding telephone sales ability and a technical background.

## Post Sales Support

£12,000 - £14,000 + bonus

You will provide technical support to direct callers and the sales staff. Applicants must have experience in a similar position or show outstanding technical ability.

Please write enclosing your C.V. and stating what position you are interested in to: Suzanne Atkinson, McGregor Boyall, Sutherland House, 5-6 Argyle Street, London W1V 1AD

Tel. 071-734 4010 (Office hours) 071-431 2316 (Evenings & Weekend)  
Powermark unfortunately cannot acknowledge direct applications.

Powermark plc, Premier House, 112 Station Road, Edgware, Middlesex HA8 7AQ

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We can help you find a new job

## Directors / Senior Managers

- Professional replacement and career consultants to maximise your potential.
- Quality services, without frills, include one-to-one counselling.
- Get the right job through access to the unadvertised job market.
- Programmes approved for interest free Government loan scheme.

For FREE initial consultation at any of our locations call 071 379 3133 or 0906 888522 (SUNDAY 10am - 1pm or in normal office hours)

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HEADWAY

UK's largest Headway Group, Headway Group, Headway Group Ltd  
Headway offers a free 100% confidential career and job placement service

## Director of Information Systems

Darlington - up to £46,000

The Department for Education is an extensive user of Information Technology, with major offices in London and Darlington and a sophisticated network linking the two.

We now require an accomplished IT professional to manage our Information Systems Branch and to take full responsibility for the quality and strategic development of our computer resources.

The position will entail the leadership of over 200 specialists and others engaged in all aspects of IT and the control of an annual budget currently valued at approximately £10 million. You would be required to operate at the most senior levels to help identify information needs and to implement appropriate, cost effective solutions.

To be considered you should have a proven record of success in strategic IT management, together with a thorough understanding of computer applications and ideally the public sector. Essential will be first class project and people management skills, a strong financial perspective and the ability to form effective working relationships with end users.

Initially the appointment, which will be based in Darlington, will be for a period of three years, with the possibility of extension to five years or beyond. Starting salary will be within the range of £34,667 to £39,402 with the opportunity of earning performance pay thereafter up to a maximum of £46,122. Pay scales and performance pay arrangements are currently under review. More may be available for special qualifications or experience. Relocation assistance may be given where appropriate.

For further details and an application form (to be returned by 25th September 1992), write to Recruitment & Assessment Services, Alencon Link, Basingstoke, Hants RG21 1JB or telephone Basingstoke (0256) 468551. Fax No (0256) 846660. Please quote ref: B/1728.

The DFE is an equal opportunity employer.



## Holistic Systems Ltd

International software house, Holistic Systems, after five successful years is continuing to expand in all areas. We believe this is because of an increasing recognition that the architecture of an area of Executive Information and Decision Support into one seamless product, more closely meets the information systems requirements of the organisations of tomorrow. Holistic combines ease of use, presentation quality EIS, comprehensive DSS capability and the use of intelligent access techniques to disparate data sources. Holistic is already a market leader, installed in many large corporations providing real business benefit. We are seeking the following individuals:-

## Senior Consultant

As a member of our consultancy services function, you will prepare feasibility studies and user requirements, based on in-depth analyses of our customers' business strategies. This will involve you in extensive liaison with executive level management.

Probably around 30, you should offer a first class background in corporate business analysis and business modeling. You are likely to have gained experience in a management accounting/strategic planning role or as a management consultant within a major consultancy firm. A working knowledge of a European language would be highly advantageous. Please apply in writing only to Graham Bird at the address below.

## New Business Sales Executive

At present we have a very strong team of experienced, successful salespeople selling to a mixture of markets in the UK. If you think you have the right qualities of assertiveness, friendliness and professionalism to succeed in the team, please apply in writing only to Sue Lethbridge at the address below.

Salaries are competitive and include car and other benefits

Holistic Systems Ltd  
Park House 111 Uxbridge Road  
Ealing London W5 5TE  
(NO AGENCIES PLEASE)

## BINGO CONTROLLER

£40,000 + BONUS + CAR

We are one of the country's largest independent leisure operators and wish to appoint a Senior Operations Manager as our Bingo Controller. Based in Tyne and Wear you will supervise and control the Group's bingo interests concentrated in the North East.

You will be self-motivated with a proven results-orientated record in the industry and a hands-on management approach. In return, we offer a highly attractive salary and benefits package combined with a positive and stimulating working environment.

Please apply, in writing, giving full career details to: Mr. I. Imrie, Managing Director.



THE NOBLE ORGANISATION LTD  
17a Saltmeadows Road, Gateshead,  
Tyne and Wear, NE8 5AH.

## Manufacturing Director

Plastics Moulding North West

Our client, a profitable and expanding major UK group seeks a high calibre Manufacturing Director to control one of its main manufacturing operations which has been the subject of a multi-million pound investment programme.

Applicants 35+ will be graduates in mechanical or chemical engineering and should be able to demonstrate several years successful experience in a plastics moulding environment at a senior management level.

Personal traits should include strong leadership and organizational skills together with high calibre engineering ability to ensure efficient business performance in terms of output, cost control and quality to maximise manufacturing effectiveness in this fast expanding organization. Salary package is negotiable but there is flexibility for an outstanding candidate together with bonus potential and prestige car, free health, pension and life assurance schemes. Please send full personal and career details in confidence to Ref. MB267

Austin Knight Ltd.

Ship Canal House, 98 King Street, Manchester M2 4WD.  
Replies will be forwarded to our client unopened.

INSTITUTE OF LOGISTICS & DISTRIBUTION MANAGEMENT  
DIRECTOR-GENERAL

The ILDM is the professional management association providing services and support to logistics and supply chain managers.

A new Director General is being sought to replace Raymond Bursley when he retires in 1995.

The Institute is a registered charity, it has been established for eleven years and has a membership of 10,000. The Institute not only provides services to its members but also organizes conferences and seminars, publishes books and learned papers and has an active education and training programme. Although primarily a UK institute, the ILDM is active in continental Europe and process itself as an enthusiastic centre of expertise on logistics matters worldwide.

Responsible to a nationally elected Chairman and Council, the Director General has significant autonomy in the professional implementation of Council policies and is the full time Chief Executive of the association. He is responsible for managing all the affairs of the Institute and for the appointment of members of staff.

The Director General is appointed for a five year term. The Institute, which is based in Dorset, offers an attractive salary with pension, car and additional benefits.

For further information and an application form, please write to the Secretary (IT)

ILDM  
Douglas House, Queens Square, Dorset, Dorchester, Dorset DT1 1PL  
who will send you an application form together with full details of the position.



071-481 4481

## EXECUTIVE OPPORTUNITIES

FAX 071-782 7826

OCCAM  
SOLUTIONS  
LIMITED**OSL****NATIONAL SALES MANAGER  
UNIX SOFTWARE PRODUCTS  
BASED IN THE WEST MIDLANDS  
BASIC TO #25K. OTE TO #50K. CAR**

OSL is a new software company formed from the amalgamation of the IT department of a major UK manufacturing company and an existing software company. The company has an extensive range of manufacturing, financial and local government systems, as well as a comprehensive set of Unix based systems and communication software.

Following the successful launch of our Unix based products we need a Sales Manager to develop and implement a sales and marketing campaign for the Unix based system and communication range of products. These include menu, batch and print spooler systems, as well as fax, telex and X25 communication software.

Specific product knowledge is not necessarily the primary selection criteria, though a technical bias is important. Knowledge of Unix is essential, together with a proven track record in new business sales. Candidates with the potential to grow into the job would be considered.

For further information please contact Paul Chester on 0584 877491, or send your CV to: *Occam Solutions Limited, Chapel Works, Old Street, Ludlow, Shropshire, SY8 1NR.*

**Regional Sales Manager**

- FACTORING/INVOICE DISCOUNTING PRODUCTS
- CITY/FELTHAM BASED
- EXCELLENT SALARY, BONUS, BANK BENEFITS + CAR

**Lombard NatWest**

Successful and ambitious? With around five years' experience in selling/negotiating for a major player you are ready for management. Your results are consistently high; you are confident with big ticket discounting deals. Business introducers acknowledge your expertise and professional service. With a strong drive for business development you have actively and successfully pursued new opportunities beyond traditional sources. You know that Sales Management is the logical next step.

Lombard NatWest has significant growth potential. The market share of NatWest offers huge development possibilities as businesses recover from recession. Other sources need equal focus and attention. This senior post has a key role to play in the delivery of stretching Corporate objectives.

Applicants, aged 30 plus, should be educated to degree level (or equivalent) as this high profile job requires:

- Strong man-management, leadership and inter-personal skills.
- A high level of credit analysis ability within the factoring/discounting market.

- The ability to establish effective relationships quickly with key business introducers.

Reporting to the Director, Sales & Marketing, the Regional Sales Manager will build and develop a team of Managers responsible for generating new business, both in the City of London and South of England. He/she will handle major transactions personally and lead the development activity within NatWest Bank and the professional sector.

The rewards will be substantial for the successful, high calibre candidate. An attractive relocation package is available where appropriate.

Applicants should write in confidence with full career details. Alternatively, telephone directly for an informal discussion with:

Paul R. Gee, Director, Sales & Marketing  
**Lombard NatWest Commercial Services Ltd**  
Smith House, P.O. Box 50, Elmwood Avenue  
Feltham, Middlesex TW13 7OD  
Tel: 081-885 7538

Lombard NatWest is an equal opportunities employer  
A Member of the National Westminster Bank Group

**DATA CENTRE MANAGER**  
(designate)

c.£45,000 initially + financial services benefits

Our client, one of the UK's larger financial plc's, is expanding, lively and dynamic. They have a massive ongoing investment in IS and IT, and their superb Data Centre and UK and International communications network provides service to both themselves and associated companies. However, they are convinced that quality and service can be further improved, while at the same time costs can be substantially reduced. They therefore seek an exceptional individual who will initially hold a newly created No.2 role, working with the existing manager before taking over the top position.

Ideally in your 30's or early 40's, you must be able to demonstrate outstanding success in the effective management of operations, communications and technical development functions within a large IBM installation. You must also have managed in excess of 100 staff and possess exceptional drive, energy, tact and vision.

If you are truly excited by this challenge, honestly feel you match our requirements, and would enjoy being based in an attractive location out of London with outstanding working conditions and staff benefits, please send your c.v. plus current salary and details of size of teams managed to **Clive Williamson** at the address below.



**Barry Latchford Associates**  
Executive Recruiting  
10 Sedley Place, Mayfair, London W1R 1HG  
Telephone 071-629 7594 Fax 071-495 1153

**Ingres**

£30K Base

£75-£80K OTE

Do you shine above your peers? If so, why not seize this opportunity to join a constellation of like-minded Sales and Support professionals in an environment that recognises people as its most vital and valuable asset.

75% of the above employees attained achievement trips this year after attainment of 100% plus revenue and objective goals adding up to a third successive year of 30% plus growth and increased market share for Ingres UK Ltd.

The product set on offer is so advanced that it stimulated a pre-eminent IT Research Authority to declare "The level of sophistication" of two cornerstone products as: "Virtually Unrivaled" and "Ahead of the competition in Unix".

Infinite possibilities exist in the following sales areas:

- FINANCIAL VARS - LONDON  
To expand Ingres' VAR and systems integrator client base in the financial services sector.
- INSURANCE - LONDON
- GENERAL FINANCE - LONDON
- CENTRAL GOVT/UTILITIES - WINNERSH
- GENERAL COMMERCIAL - MANCHESTER

**THE  
WORLD'S BEST  
DATABASE  
IS LOOKING  
FOR MORE  
STARS****ACCOUNT/BRANCH MANAGER - SCOTLAND**

To establish a Scottish office and develop the existing account base there.  
Previous management and/or start-up experience in Scotland is mandatory.

To qualify for all of the above positions, you will be a proven NEW BUSINESS Sales Professional with at least 3 consecutive years on quota c £1m performance, and the very strongest inter-personal skills and contact list. You will also be au fait with RDBMS/4GL products positioning and markets.

**PRE-SALES SUPPORT REPRESENTATIVES**  
With good RDBMS and UNIX skills are required to support all four of the above vertical areas.

Take up this opportunity to shine in a company that out-shines competitors, and you can look forward to joining a winning team within a people-driven organisation.

Write or fax a resumé ASAP to **NICOLA HODGES**, retained Consultant, on the address/fax below. First interviews will take place with her in either Manchester or London.

All agencies please liaise through Pro-Fit.

Pro-Fit Computer Recruitment  
Glen House,  
200-208 Tottenham Court Road,  
London, W1P 9LA  
Tel: 071-923 4770  
Fax: 071-637 1819

**GRADUATES  
A CAREER IN SALES****INTERNATIONAL PLC****PROFESSIONAL TRAINING****HIGH REWARDS****LEADING PRODUCTS****B.S.5750 SUPPORT****PORTLAND**  
Executive Search and Selection Ltd

Our client is one of the largest suppliers of business communications products in the UK. They require articulate and numerate sales personnel, educated to a minimum of A level standard, preferably graduates across the UK. You will display determination, commitment and have presence to communicate at the highest levels. You will already have 2 years experience in sales/marketing and be looking to develop further. You will be given a 12 week sales and product training programme on full salary to maximise your talents. In the first instance please contact us by phone on (0923) 771155 for more information. Or, alternatively, fax your cv and application in confidence on (0923) 771417. 6-11 Penn Place, Northway, Rickmansworth, Herts. WD3 1RE.

**Commercial Director**  
Multi-Site Distributor Building Materials

To £70,000 + Substantial Bonus

**Glasgow**

Our client has a nationwide network of 75+ branches returning a turnover in excess of £200m. Part of a successful international group, they have demonstrated a commendable approach to the present economic climate through major capital investment, particularly in information technology, enabling significant operating efficiencies to be achieved.

An outstanding individual is now sought to join the executive team and make a key contribution to the strategic development of this fast-moving business.

Reporting to the Managing Director, the appointee will be responsible for the following areas:-

- **Marketing:** defining the market strategy and marketing plan which includes price structuring, product development, merchandising, A&P and competitor analysis;
- **Purchasing:** developing optimum supplier relationships ensuring effective

inventory management and efficient/responsive distribution;

- **Information Technology:** ensuring that a business-led approach to the development of the recently installed MIS network is achieved through the utilisation of this powerful management tool.

Probably aged 35-45, candidates must be able to demonstrate significant achievement within a fast-moving, multi-site environment. A functional bias of marketing complemented by sound IT experience is essential. Personal qualities will include first class leadership and communication skills, vision, determination and considerable business acumen.

The comprehensive benefits package will reflect the importance of this position and will not be a limiting factor. Career development prospects within this progressive group are excellent.

Interested applicants should write, enclosing a detailed CV, to James Hyde at the address below, quoting reference number 137.

**ST. JAMES  
ASSOCIATES****MANAGEMENT SELECTION**

32 OLD BURLINGTON STREET, LONDON W1X 1LB FAX: 071-287 2821. TELEPHONE: 071-287 2820.  
A GKR Group Company

**EUROPEAN INVESTMENT BANK**

The EIB, the financial institution of the European Community, is currently seeking for appointment to its Technical Advisory Service in Luxembourg a:

**Project Engineer (m/f)**  
(age 35-40 years)

to carry out the technical and economic evaluation of oil and gas projects submitted to the Bank for financing. These projects will be located both within and outside the European Community and will belong to the petroleum sector in its broadest sense, i.e. onshore and offshore, development, production and transmission.

**Qualifications:** university degree in engineering, with management and economics studies and experience desirable.

**Experience:** at least 12 years in the petroleum sector.

The successful candidate, who will probably have worked for an international oil company or a consultant company, will be expected to have had experience in different functions, such as: ☐ project engineering, including reservoir evaluation; ☐ technical/economical evaluation of investment projects; ☐ project management and implementation; ☐ production; ☐ environmental planning and control; ☐ international petroleum markets.

**Languages:** fluency in either English or French, and good knowledge of the other language. A working language of a third community language would be an asset.

The EIB offers very attractive terms of employment, a generous salary and a comprehensive welfare scheme. It is an equal opportunities employer. Applicants, who must be nationals of an EEC member country, are invited to send a detailed curriculum vitae, together with a photograph to:

**EUROPEAN INVESTMENT BANK**  
Personnel Department (Recruitment) (Ref.: CT 9250)  
100, boulevard Konrad Adenauer  
L-2950 LUXEMBOURG. FAX: 4379 3356.

Applications will be treated in strictest confidence.

**Business  
Development  
Manager**

CONTRACT DISTRIBUTION

NEGOTIABLE  
PACKAGE

NORTH WEST

A combination of price, service and professionalism is the reason for the considerable success over the last two years of this national distribution company. To this should be added quality and a commitment to developing people - 500 employed at 13 depots.

This new position will augment the senior management team, allowing it to expand its market penetration at all levels, but particularly at its shared user warehouses. The role is to identify opportunities, present the services, negotiate the contract, be it vehicle and driver operation and/or warehousing, and work with operational management on subsequent integration.

A successful career in third party distribution is essential, and applicants must be accustomed to operating and negotiating at a senior level. They will be numerate, have a good systems background, and be possessed of excellent presentation skills.

The remuneration package is totally negotiable dependent on experience, but a base salary in excess of £30,000 is anticipated and a generous profit sharing scheme will significantly enhance earnings. The position could lead to a board appointment.

Candidates should send a comprehensive c.v. or telephone for an application form to **Howgate Sable & Partners**, Arkwright House, Parsonage Gardens, Manchester M3 2LF. Tel: 061-839 2000, Fax: 061-839 0064, quoting reference (S.T.712A).

**Howgate Sable**

SEARCH AND SELECTION: EXECUTIVES AND INDEPENDENT DIRECTORS

FOUNDER

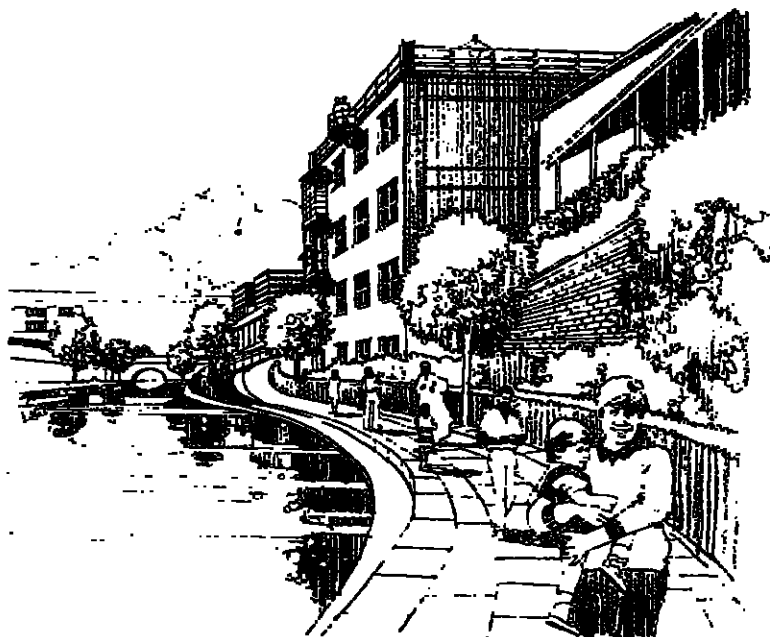


MEMBER

071-481 4481

## EXECUTIVE OPPORTUNITIES

FAX 071-782 7826

THE DALSTON CITY  
PARTNERSHIPINTO  
THE 21ST CENTURY

London Borough of Hackney &amp; Partners

Chief Executive  
circa £55,000 · Car · Benefits

We are determined that our success in securing Government backing under City Challenge will give us the start we need to take full advantage of the exciting opportunities which exist in Dalston.

We are Dalston City Partnership, an independent company representing the public and private sectors, and the local community in Dalston. We aim to attract investment of nearly £200m in Dalston so that our vision becomes a reality.

Dalston is a part of Hackney, bordering on the City of London, and has tremendous untapped resources – land with real development opportunity and people with skills, energy and business ideas.

We need a Chief Executive who will use the investment wisely to unlock this potential; who can persuade Government and secure private investment; who can not just operate comfortably with the large bodies, but win the confidence of a local community whose quality of life we are looking

to improve; above all someone who has the drive and determination to deliver our strategy by realising the potential of the area in terms of jobs, homes, retail and other business developments.

Public or private sector experience is equally valuable, but we will want to see evidence of real achievement and success. This is a five year fixed term contract.

For further information please contact John Smith, Succession Planning Associates, 26 Chapter Street, London SW1P 4ND. Tel: 071-630 8080, Fax: 071-834 9643.

We are an equal opportunities employer. All applications will be treated on merit. Closing date: Friday 9th October 1992.

SPA  
SUCCESSION  
PLANNING  
ASSOCIATES

HACKNEY2000

Sales Director  
Life & Pensions Direct SalesNew Position  
Bristolc £50,000 Plus Top  
Financial Sector Benefits

Our Client is a small, successful Company with a leading share in its niche market and a well-established national direct sales team. It seeks an experienced, energetic Sales Director to grow and develop the team for its new parent – a pre-eminent UK Mutual Insurance Company – to enter the direct sales arena with its own market-leading products.

Aged up to 45, you'll already have a demonstrably successful record in direct sales management in the industry for both corporate and personal product lines. A confident, goal-centred, tenacious motivator and communicator, you'll enjoy both strategic sales planning and visibly 'running with the troops' to get results. You'll also be an adept instigator and implementer of change, based on incisive product appreciation, commercial flair and a thorough knowledge of the legislative and compliance framework governing your activities.

This exciting position represents, as part of a new management team, a unique opportunity to lead substantial growth with the total support and commitment of a major financial institution whose funds under management exceed £5 Billion.

Rewards will include participation in the successful capital growth of the organisation as well as substantial performance-related incentives, car, mortgage scheme and free pension, life, PHI and medical insurances. Relocation assistance is also available.

You are asked to write initially to myself as Selection Adviser to the Company, quoting reference number 9220. Your application will be treated in complete confidence.

Paul Lichtin, Managing Director  
Lichtin Associates Ltd.  
Margaret House,  
67 Shooters Hill Road,  
Blackheath, London SE3 7HS.

LICHTIN  
AssociatesMEDWAY HEALTH AUTHORITY  
(MEDWAY & SWALE HEALTH CARE TRUST)DIRECTOR OF  
BUSINESS DEVELOPMENT

Reward  
package to  
the value of  
between  
£40,000-£45,000

This is an exciting period for the development of Health Services in Medway and Swale. In the near future we expect to become an NHS Trust and this will have far reaching implications for the range and quality of services which we provide.

The new position of Director of Business Development will play a leading role ensuring that the Trust promotes and delivers 'tomorrow's' Health Service. The role is high profile and the brief will be to ensure that the Trust interprets the needs of General Practitioners and health care commissioners and that these needs are reflected in the range and quality of services which the Trust provides for all its patients and clients.

The role will require on-going detailed knowledge of the NHS market through the ability to develop and maintain effective dialogue with managers and clinicians responsible for planning and delivering health care in South East England.

Experience within the NHS is desirable but not essential. More important would be a successful track record in marketing, business planning, leadership and the possession of effective communication skills. The successful applicant is likely to possess an appropriate post-graduate qualification.

If you would like to know more about the post and whether it would suit your career ambitions then contact Mr. K. Heskeith, District General Manager on (0634) 830000 ext. 3120.

For an application pack please contact the District Personnel Department on (0634) 830000 ext. 3194 or write to Medway Hospital, Windmill Road, Gillingham, Kent.  
Closing date: 2nd October, 1992.



Medway Health Authority



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Marketing & Business  
Development Managerc£40,000  
package

BRIGHTON

SOUTHERN  
PROJECTS

where professionals can excel

Reporting to the Managing Director, this senior board appointment carries full responsibility for promoting Southern Projects to both existing and new customers in the UK, Europe and beyond. You will develop a strategic marketing plan, identifying new market sectors/locations to take the company through the 1990's and provide a sound base for the future.

Of degree calibre, you must be an experienced marketer, ideally in an engineering or other technically related environment and have the depth of commercial acumen to make a major contribution to this highly successful organisation. Excellent presentation and communication skills are essential, as is an analytical and self motivated approach. European contacts, including funding sources, and linguistic ability are particularly desirable.

The salary package reflects the importance of this key, senior role.

Please write in the strictest of confidence, enclosing a full CV to: The Personnel Manager, Southern Projects Ltd., Southern House, Yeoman Road, Worthing, West Sussex BN15 3NX.

Closing date: 2nd October 1992.

## EXECUTIVE SEARCH RESEARCH

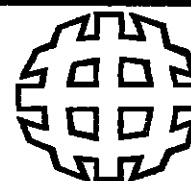
Heidrick & Struggles are one of the world's premier board level Executive Search companies. We are currently looking for high calibre research professionals to contribute to the search process. We offer excellent career prospects but in return need candidates who are:

- Bright, creative and with a good degree
- Self-motivated, mature in outlook, with the confidence and polish required to operate at senior levels within international business
- Fluent in a second European language
- Resilient, with a sense of humour, coupled with tenacity and a strong problem solving ability

Aged between 27 and 35, with a successful career track record to date, you will have an understanding of core business activities and organisation structures. Of equal importance will be your hunger for success and ability to thrive on hard work.

Should you match these requirements and be interested in pursuing a career with Heidrick & Struggles, please write to:

Peter Breen, Managing Partner,  
Heidrick & Struggles International Inc.,  
100 Piccadilly,  
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NEWS INTERNATIONAL  
NEWSPAPERS LIMITEDADVERTISING  
SALES TRAINER  
SALARY C. £22,000

Just another vacancy for a sales trainer? As the U.K.'s leading newspaper publisher, we will employ only the best.

That means we are looking for a proven track record in Display Advertising Sales, including presentation and negotiation experience at a senior level, to both agencies and clients. To have worked in sales training, either exclusively, or as part of a management function, is essential. Whilst display advertising experience is a prerequisite, the successful candidate should also have a sound working knowledge of Classified Advertising and Telesales.

They will be an excellent all-round communicator, who will readily inspire confidence and respect, and who is committed to results driven training. They are likely to be aged 25-35.

The position will entail responsibility for preparing and conducting both classroom and on job training, assistance in the planning and development of advertising training strategy and close liaison with commercial departments to establish and develop the role with in the company.

The successful candidate will enjoy the stimulus and pressure inherent in a fast moving commercial environment, as well as an attractive package and the benefits and opportunities afforded from being part of, arguably, the biggest communications corporation in the world.

There are few candidates likely to meet our exacting requirements. If you believe you are one of them, apply in writing, with your Curriculum Vitae, to:

Jackie Wilson  
Training Manager (Advertising)  
News International Newspapers Limited  
P.O. Box 44  
1 Virginia Street  
London E1 9BL

Closing date for applications: 28th September 1992.

UNEMPLOYED?  
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All you have to do is find it.

That's where we come in. We know a lot about recessions. We're a group of specialist career management consultants who have been providing personally tailored programmes to senior executives for over 40 years. We've helped through times good and bad and have learned that good people are always hard to come by – no matter what the economic climate. Understanding that fact is the first step to achieving success. The unadvertised job market continues rich with opportunity. If you want to 'tap

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SENIOR  
EXECUTIVES

The Pathfinder Partnership Ltd are experts at marketing top level executives, particularly in the unadvertised job market. For an informal discussion call us today.

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Glasgow 041 248 5336  
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071-481 4481

## EXECUTIVE OPPORTUNITIES

FAX 071-782 7826

Surveyor General / Department of Transport

LEADERSHIP IN  
MARINE SAFETY

to £47,900 (under review)



THE DEPARTMENT OF TRANSPORT seeks a senior manager to lead the Marine Safety organisation through a period of significant change. The Surveyor General heads the 370-strong, nationwide organisation and is the ultimate professional authority on ship safety and pollution prevention in the UK. The brief contains a range of important and contrasting priorities. Immediately you will take overall control of ship survey and certification services for UK flag ships and other vessels using UK waters. You will also contribute to the formulation of marine safety and pollution prevention policy and carry this forward in negotiation at national and international level. Concurrently, you will head a complex and dynamic organisation (current budget £17 million annually) which faces a number of key strategic issues. These include the relocation of headquarters divisions from London to Southampton (scheduled for May 1993) and the possible change to Executive Agency status, which is now under consideration. Should this transition take

place, you will be appointed as the Agency's first Chief Executive with full involvement in its formation. You must have a well-developed and proven background in senior management, including experience of managing change. Public or private sector experience of maritime industries or safety regulation is highly desirable, as are international negotiating experience and a relevant professional qualification. The appointment will be for a period of up to five years in the first instance, with the possibility of subsequent extension. Starting salary (including an element of performance pay) will normally be between £42,700 and £47,900, though more may be available to an outstanding candidate with particularly relevant skills and experience. For further details and an application form (to be returned by 2 October 1992), write to Recruitment & Assessment Services, Alencon Link, Basingstoke, Hampshire RG21 1JB, telephone (0256) 468551 (24 hrs) or fax (0256) 846374/846660. Please quote ref: B/1732. The Department of Transport is an equal opportunity employer.

Our reputation rests  
on your ability

Excellent Package + Benefits

West London

This is a unique opportunity to join a company that is different in a number of ways. Not only is Avis the U.K. market leader, but it is also consistently the most profitable company in the car rental industry.

The entire organisation is focused on delivering 'Customer Satisfaction' as opposed to 'car hire'. It has a strong culture that is epitomised by the caring commitment to its employees and a

dedication to Total Quality Management principles. Customers range from major multinationals, travel agents, airlines and breakdown companies - to independent rental customers.

The wide diversity of our market, fast moving business and a commitment to grow and develop its people, makes Avis a dynamic and rewarding environment in which to work.

Trade Sector  
Manager

## Your Role

- Reporting to the General Sales Manager, you will have full responsibility for all existing major corporate accounts and will head an aggressive business expansion programme. This sector constitutes the largest market segment.
- Strongly commercial and customer focused with an emphasis on building long term customer relationships by providing a responsive and reliable account support.
- Giving strong leadership to a team of national account managers and executives.
- Contributing to the sales strategy and liaising closely with operations and Head Office functions.

## Your Skills

- A high calibre sales manager with considerable experience in negotiating and maintaining high value national accounts.
- Capable of leading, motivating and developing a highly professional team.
- You will have a well developed commercial acumen with excellent communication skills. Of graduate calibre or equivalent with the potential to develop.
- Displaying a natural empathy to quality principles and customer orientation.

UK Field Sales  
Manager

## Your Role

- Reporting to the General Sales Manager, you will lead a substantial and highly professional team of field based sales personnel and telesales executives.
- Developing and maintaining a business growth plan spanning all market segments of the car rental industry.
- To motivate, guide and develop the sales teams. Agree and monitor individual sales plans and account maintenance activities.

## Your Skills

- An outstanding sales manager with proven strengths in team management skills.
- A successful career in leading a geographically dispersed sales team, selling a quality high value product or service.
- Of graduate calibre or equivalent and trained in a progressive and professional sales management environment with the potential to develop.
- Results orientated, energetic and committed to quality principles.



If you're serious about joining a company that meets the standards and has the goals we've described, please send a copy of your C.V., with a covering letter that outlines the qualities and experience that you believe make you a prime candidate for one of these roles, including compensation details, to Catherine Bird, UK Personnel Manager, Avis Rent A Car Limited, Trident House, Station Road, Hayes, Middlesex UB3 4DJ.

# AVIS

We try harder.

## Information Systems Consultants

Computer & Communication Security  
(Government and Defence)

Our client is a well established company specialising in the field of Secure IT Systems. It has achieved an outstanding reputation for providing expert advice and advanced technical solutions to solve its customers' security requirements. Due to continued success in the Government and Defence Sectors the company has a need for a further two information systems consultants who have specialist skills in computer/communications security.

Working in a team of recognised specialists, you will have a very wide ranging remit. This will involve you in both pre and post sales activity, together with the full project life cycle. Consequently you will play an active role in business development, feasibility studies, requirements analysis, system design and evaluation.

You will have a proven track record of success within the government/defence sector and will therefore possess a sound understanding of government security standards and policies. Ideally with a background in software development, you will have at least 3 years' experience of IT security gained within consultancy, development or evaluation. You should also possess a sound understanding of structured software development, RDBMS or Open Systems. Knowledge of CRAMM would be equally desirable.

For self motivated and ambitious individuals, this is an excellent opportunity to carve out a challenging career with great variety and scope, offering a personal development path and a competitive remuneration and benefits package.

To apply please forward your cv, quoting ref. MD3065, to Steve O'Brien at Macmillan Davies, Bluecoats, Salisbury House, Hertford, Herts SG14 1PU. Agencies wishing to submit candidates should liaise with Macmillan Davies.

c.£35,000  
+ benefits

Surrey/Hants



Macmillan Davies

SEARCH &amp; SELECTION

## Sales and Marketing Director

c£40,000 + benefits

Welsh borders

- provide clarity of business and marketing direction
- build on the base of a strong company with excellent products and reputation
- combine quality of life with a rewarding and challenging business environment

A financially strong independent company that has sustained its capital investment, has a major share of its specialist business products markets and a fine reputation for quality and good relationships, is a rare jewel in recessionary times. With sales increased by 300% in the last five years (to around £20 million) and with excellent prospects for growth through new products and overseas markets you will be joining a new MD at the point where fresh energy and new direction will have a springboard from a solid base.

Ability is more important than experience in the industry sector. Even so it is likely that you will have a background in manufacturing industry with products sold through wholesale and retail outlets in which relationship selling features prominently. You are likely to have a degree, formal business training and senior experience in both marketing and sales management including managing, developing and negotiating major accounts. With the MD you will have the vision, flair and judgement to develop business strategy; the quality of customer relationships is highly prized as well as the ability to lead a sales and marketing team of fifteen people; the company is an important part of the local community and the corporate culture reflects these values.

This is a Board position which is reflected in a total package exceeding £50K which includes a prestige car, contributory pension scheme, profit related bonus, private health care and five weeks' holiday. Relocation assistance is also available.

For further information and a personal history form, write or telephone 24 hours quoting reference 3197.

## Kiddy and Company

36 QUEEN ANNE STREET, LONDON W1M 9LB. TEL 071-436 5921

WEST YORKSHIRE PLC

c £50,000 +  
SUBSTANTIAL BENEFITS

## Operations Director

A highly attractive opportunity to join the board of this £25 million plc. A manufacturer of specialist fabrics, the company is a UK market leader and award-winning exporter. This significant new appointment arises from a thorough review of all activities that is being undertaken to ensure international competitiveness is sustained.

Your major contribution to the business will be to develop and implement the manufacturing strategy. You will manage changes in organisation, methods and structure whilst ensuring tight control of costs, the effective use of MIS and the development of a customer focused culture. You will be responsible for a worldwide of some 550 in the manufacturing, planning, purchasing, technical and quality functions.

Ideally a graduate and aged 35-45, your experience will have been gained in companies renowned for

manufacturing excellence, supplying highly demanding customers using modern manufacturing philosophies. An experienced negotiator and innovator, your track record must indicate proven success in effecting rapid manufacturing change. The remuneration package will include a generous performance-related bonus and share options.

Please send full personal and career details, including current remuneration level and daytime telephone number, in confidence to Peter Jones, Coopers & Lybrand Executive Resourcing Ltd, Abacus Court, 6 Minshull Street, Manchester M1 3ED quoting reference P239 on both envelope and letter.

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W.COUNTRY

As part of a European multi-national Company, this is an exciting and demanding opportunity to run the successful UK subsidiary. With a turnover of £3 million and an increase in market share in the last two years, the Company markets and sells industrial consumer products directly to a prestigious and wide customer-base, and via distributor networks.

Reporting to the Group Board, the Managing Director will have full autonomy for the UK Company. The development and implementation of a business growth strategy are key objectives for the forthcoming decade.

With a Sales/Marketing background, candidates are likely to be aged 35-45 and will be of graduate status. Detailed knowledge of the industrial market-place and distributor networks is essential. Technical and engineering knowledge would also be a distinct advantage.

The personal qualities demanded include a strong commercial outlook that is conducive to a small, involved business unit, coupled with the ability to successfully implement a growth policy.

In return, the Company offers a rewarding career as part of a major worldwide market-leader.

Candidates should send a comprehensive c.v. or telephone for an application form to Howgate Sable & Partners, Arkwright House, Parsonage Gardens, Manchester M3 2LF. Tel: 061-839 2000, Fax: 061-839 0064, quoting reference (TS720).

## Howgate Sable

SEARCH AND SELECTION: EXECUTIVES AND INDEPENDENT DIRECTORS

FOUNDER



MEMBER

## EXECUTIVE OPPORTUNITIES

## Project Manager

FINANCIAL SYSTEMS  
TO £30K3 YEAR FIXED TERM  
CONTRACTPERFORMANCE SUPPLEMENT  
(10% OF ANNUAL SALARY)*with creative vision and the ability  
to deliver*

An excellent opportunity has arisen for the right individual to set up a new financial management accounting system for the Council. With developments in local government, the need for budgetary control and subsequently effective service delivery is essential.

Leading a selected project team consisting of finance officers and internal consultants, you will manage the implementation of this financial package from its conception, defining information needs and devising solutions with creativity and initiative. Putting an effective financial system into place, delivering a quality service and meeting the needs of managers as well as the Director of Finance, is a challenge you will relish.

Heading up a diverse project group, you will have the outstanding interpersonal and presentation skills to make an important contribution which will be highly valued.

Perhaps you have a private or public sector background, but most importantly we are looking for your project management expertise.

In return, you will have a dedicated team of four working for you and full support from us, and your commitment towards equal opportunities will reflect that of the Councils.

If this sounds like the opportunity for you, please contact Cynthia Elliott on 081-985 3977 for an application form and information pack or write to her at the Recruitment Office, Town Hall, Mare Street, London E8 1EA.

Closing date 25.9.92.

Interview date: week commencing 12.10.92.

Shortlisting date: week commencing 28.9.92.

Please quote reference AU194/RT

All applications for jobs are considered on merit, with equal opportunities for women, black and ethnic minorities, lesbians and gay men and people with disabilities. Job share applications are welcomed with or without a partner.

Manager Scotland  
£30,000 plus car • Glasgow

British Waterways is a nationalised body with the remit to manage and develop Britain's outstanding heritage of canals and related properties. Scotland, with 142 canal miles of natural and historical interest covers waterways from urban to Highland, and incorporates both leisure and commercial users.

Your day to day remit will be the management of 120 staff and all contracted-out services. This primarily involves facility development and improved utilisation, usually in conjunction with users, statutory bodies and local organisations. However, a key requirement of the role will be to promote and market the Scottish waterways to potential users, and to communicate with funding bodies and representatives from the media, local authorities and government.



Degree educated, with a professional qualification, you will have had substantial experience of commercial management, ideally within a service industry. Familiarity with PR and Marketing is essential, and exposure to fundraising from public and private sources is very desirable.

In addition to the salary quoted the position attracts a company car, an excellent benefits package and relocation where appropriate.

Please send a full CV and salary details to Jim Bennett, Consultant, Townsend Knight Consulting Limited, Royal Exchange House, 100 Queen Street, Glasgow G1 3DL. If you require more information please telephone 041 226 4242 (office hours) or 03552 28889 (evenings/weekends 7pm - 9pm). Please quote reference number QS 598.

**Townsend Knight**  
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EUROPEAN AFFAIRS  
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Influencing environmental policy on a European scale

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Head Office

Effective environmental protection is no longer a purely national matter. Increasingly, international legislation has a profound influence on the work of the National Rivers Authority, and co-operation with relevant organisations in other EC countries is essential if we are to carry out our duties properly.

As European Affairs Officer, based at our Head Office but making regular visits to Brussels, you will play a leading role in managing and developing the NRA's relationships with the EC and with organisations in other member states.

This high-profile position will bring you the chance to make a real contribution towards the development of the NRA's strategies and policies. At the same time, you will play a major part in providing intelligence on EC policy and initiatives within the NRA, issuing regular information bulletins, contributing to reports and making presentations to senior management.

Ideally a graduate in political science, law, history or environmental science you must have good language skills (preferably French & German), along with three years' experience in external affairs, public relations. Several years' exposure to the operations of a major EC institution will also be a distinct advantage. You will also need excellent communication and analytical skills, along with the proven ability to develop an extensive network of contacts within complex organisations.

In return we offer a range of benefits that include contributory pension scheme, relocation assistance if applicable, generous holiday entitlement and discounted medical insurance. The salary includes London Weighting.

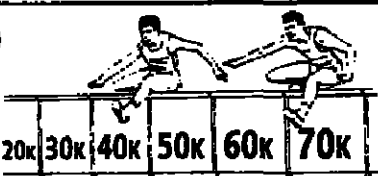
For further information and an application form, please telephone 0454 624400 ext 4478 (tanswaphone) quoting reference number 93. The closing date for receipt of applications is 25 September 1992.

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We are a team of career professionals who care about your future, whether you are employed or not. Finding the right job is all about confidence, aptitude and contacts. Our expertise is comprehensive and individually tailored to meet your needs, goals and the right position - often within the unadvertised market.

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Call Wilson McKenzie on 071 920 0480 to arrange an initial meeting for Manchester call 061 834 2189 and Midlands 0788 546107.

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## Managing Director

Specialist fabricated component manufacture

c.£35,000 plus benefits

Uniform Tubes Inc. of the USA is a market leader in miniature precision metal tubing and fabricated tubular parts. They now wish to establish their UK manufacturing company, responsible for the manufacture of specialist fabricated components. Typically used in the medical, engineering and electronics industries, this wide range of small diameter metal tubings is designed to meet clients' precise requirements.

As Managing Director you will have complete responsibility for the start up and overall operation of the company. Starting with finding the right location, securing the necessary equipment, hiring qualified staff and achieving budgeted goals.

Aged 35-45, with a degree or equivalent in Mechanical Engineering, you will need to have around 5 years' experience in all areas of a

precision engineering, with specific understanding of manufacturing metal parts from either tubing, wire or strip and preferably a working knowledge of sales, accounting and systems. Several years experience in an independent profit centre is also essential.

Commercial and financially astute, you'll need to be highly self motivated, possess excellent interpersonal and leadership skills and be willing to travel. Previous international experience and a working knowledge of BS5750/ISO 9000 quality requirements would be preferred.

In return you can expect a wide range of benefits to match the seniority of this position.

Please write with full career and salary details to Jim Ranger, Ref. 30189, MSL Group Limited, 32 Aybrook Street, London W1M 3JL.

**MSL International**

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## Mergers and Acquisitions

Food and drinks specialist

Competitive salary and benefits



Baring Brothers & Co., Limited is one of the premier UK merchant banks and a leading player in UK and international corporate finance. The Bank provides the full range of corporate finance services and has a particularly strong reputation in mergers and acquisitions. Their success depends on establishing long-standing client relationships and having a clear understanding of the client's business. Within the Specialist M&A section of the Corporate Finance Department they have pioneered the appointment of personnel with industry experience and now wish to appoint a further specialist for the Food and Drinks team.

Reporting to the Head of the Food and Drinks Sector, your prime task will be to build relationships with key corporates in the sector, and generate M&A opportunities for the Bank.

A graduate, aged in your mid-20s to mid-30s, you must have a good understanding of either the food or drinks sector. You may currently be working in finance, business development, strategic marketing or even be with a major accounting or strategy firm where you have developed excellent contacts within the food and drinks sector. Numerate and analytical, you must be energetic, self-motivated and possess excellent interpersonal skills.

Please write enclosing a full CV with remuneration details, quoting reference 574, to Mark Woodhouse, Whitehead Selection Ltd, 43 Welbeck Street, London W1M 7HF.

whiteheadselection

BCA

## MARKETING MANAGER

London

Excellent Salary

As the largest book club and music operation in the UK today, BCA is one of Britain's most successful direct marketing organisations. Since its foundation in 1966 the company has achieved an annual turnover in excess of £120 million and employs 1,000 people in London and Swindon.

Currently BCA has more than two million members in over 20 clubs covering books, music and computer software. It has maintained market dominance by being at the forefront of the development of direct marketing techniques and by investing in its people. The company is now poised to continue this growth by introducing further clubs and through the implementation of new marketing strategies.

As a consequence, an exciting new opportunity has been created to join the company at a senior level. The successful person will have responsibility for all marketing activity across a number of clubs. Controlling a marketing spend of around £10 million and managing a dedicated management team, the key areas of responsibility will focus on member recruitment and club profitability. Reporting to the Marketing Director the

person will play a critical role in strategic development and implementation as well as day-to-day operational issues.

Candidates will be graduates with a minimum of five years' direct marketing experience, ideally combined with a background in a consumer marketing environment. Alternatively they may currently be working in a direct marketing agency, managing campaigns for major blue-chip clients. Whatever the background, they will need to demonstrate flair, imagination and creativity, an ability to interpret detailed marketing analysis and information and have direct experience of managing a professional team. It is unlikely that anyone earning less than £35,000pa will have sufficient experience for this role.

In return, BCA is offering an executive package which includes a fully-expensed company car, profit and performance bonus schemes, an excellent pension scheme and private health insurance. Salary will be negotiable according to experience.

If you wish to be considered for this challenging opportunity, then please contact Russell White quoting reference RW966.

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Allied Dunbar Assurance plc have branches throughout the South East and are looking for intelligent and professionally minded people between 25 and 50 to market their range of financial services.

If you have ever wondered whether a career in sales or marketing would suit you, this is your opportunity to find out. We would like to invite you to attend a meeting to be held shortly which would discuss and explain the opportunities available within the Group and also — most importantly — offer a COMPREHENSIVE ALTERNATIVE CAREER EVALUATION exercise.

We have for many years prided ourselves in our ability to select talent from outside the financial services industry and to develop very successful Financial Planning Consultants from those who have had no experience of sales in the past.

Please write with a brief c.v. to: Emma Brown, Allied Dunbar, 1st Floor, Clockhouse Court, 5/7 London Road, St. Albans, Herts AL1 1AA or call 0727 896111.

Opportunities exist in the following locations: Borehamwood, Central London, Crawley, Essex, East Midlands, Birmingham, Oxfordshire, Lancashire/Greater Manchester, St Albans, Watford, Woking, N.W. London and other locations nationwide. Allied Dunbar Assurance plc is an Equal Opportunities Group.



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Hassall Homes (Mercia) Limited are a fast expanding quality housebuilder with a growing reputation for providing affordable homes in the Midlands. As part of Raine Industries plc we have the financial muscle to ensure that we have the strength to grow through a difficult market.

We require an experienced person of Director calibre to head the Sales and Marketing effort within this highly profitable company. The person appointed will be fully conversant with all aspects of the role and be able to effectively communicate at Board Level with fellow Directors, the sales team, outside consultants and, most importantly, customers.

Currently you will be fulfilling an equivalent role within the industry or feel that your experience in a management capacity within the Sales & Marketing function is not fully recognised. However you will have the strengths necessary to prove that you can make a positive contribution to our growth.

Please apply in writing enclosing a full c.v. to  
Mrs A. Chatterley, Secretary to Managing Director  
Hassall Homes (Mercia) Limited  
Mercia House, Silica Road, Amington Heights Industrial Estate  
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**The Science of Decision Making** Swindon

With a generating capacity of 26,623 Megawatts, and an annual turnover of £4.7 billion, there are innumerable vital decisions to be made at National Power. The potential for increased efficiency and huge savings through scientifically based decision making should not be underestimated, and neither should the scope we'll bring to your career.

**TRADING AND PLANNING GROUP** to c. £30,000

Providing decision support technologies to improve National Power's energy trading potential, you'll work in a small team dedicated to developing methods and systems associated with electricity trading and business modelling. Together, you'll work closely with Pool Trading and Development, Corporate Planning and Sales and Marketing Departments.

The decision making tools you'll be developing and supporting must reflect the influences of economics and market behaviour, so your mathematical modelling experience should be balanced suitably. Equally, you must balance the need to deliver solutions to deadlines, with our constant requirement for inspired far-sighted ideas.

Effective in a team environment, you're organised, of graduate calibre, and computer literate. Some experience of computer modelling is important. There will be opportunity for career progression within a project environment. Ref S518d.

**BUSINESS OPTIMISATION GROUP** to £35,000

Developing new techniques, particularly mathematical optimisation techniques, to assist commercial decision making in a complex, uncertain world, you will be involved in every stage from defining the project through to the preparation of software for the end users - our major decision makers.

Essentially there will be two types of project to challenge you. Those that are long term and strategic, calling upon your ability to generate strong imaginative ideas, and those that are customer driven requests for a specific problem solution.

Much of the time, you'll be working in small dedicated teams, so you must contribute well in this environment; sometimes as a project leader, sometimes as a supportive team member.

A natural problem solver, you're capable of generating highly creative, effective solutions, and must have mathematical modelling experience. Your wide working knowledge must encompass stochastic techniques, and operational research experience is also vital. At degree level you achieved a 2:1 or better, and have probably undertaken post graduate studies. Ref S519d.

In both these roles, your work can lead to progress on a truly major scale, so, as you would expect, benefits and career prospects are excellent. Where else will your abilities flourish to this extent? The decision is yours. Although you will initially be based in Leatherhead, we are relocating to purpose-built Headquarters in Swindon in 1993.

Please send your CV, quoting relevant reference and indicating current salary details to our Consultant, Chris Goodman at Austin Knight Recruitment, 11th Floor, Castlemead, Lower Castle Street, Bristol BS1 3AG. Alternatively telephone him on 0272 258821 (business hours) or 0926 613288 (evenings/weekends).

**National Power****Managing Director**  
**FMCG — London**

Basic Salary c.£50,000  
plus Executive package including profit/equity participation

As part of their diversification and expansion programme this independent company wishes to appoint a Managing Director to take total responsibility for its day to day trading activities.

Ideally around 40 years of age, and preferably educated to degree standard, the successful candidate must be able to demonstrate considerable career progression and senior management experience within the UK's "blue chip" grocery retail, wholesale or cash and carry sectors. They must have had operational experience in all aspects of store/depot operations, buying, pricing, cash flow management, recruitment and training and are likely to currently be responsible for the profit and operating performance of a significant "business unit" within one of the major grocery retail or distributive organisations.

This is a very profitable and well established business in a highly competitive area and therefore the successful candidate must be able to formulate and implement operational improvements and business development programmes which will improve productivity, efficiency and profits. They must be financially literate, with an assertive "hands-on" management style and above all personally, managerially and commercially mature. The salary is negotiable and future prospects within this ambitious company are excellent.

Please apply in strictest confidence by sending a comprehensive CV to Cliff W Dealtry, Managing Director, James Allen & Associates Limited, Stanleigh House, Chapel Street, Donisthorpe, Swadlincote, Derbyshire DE12 7PS, or alternatively telephone 0530 273733 during office hours for a brief discussion regarding the appointment.

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**THE OFFICE OF THE BANKING OMBUDSMAN**  
**ADMINISTRATION MANAGER**  
London to £45,000

The Banking Ombudsman Scheme covers most individuals who receive banking services within the U.K. The Ombudsman can make binding awards of up to £100,000. Because the Scheme is seen as providing an attractive alternative to the courts, the volume of work is increasing. As a result, the Ombudsman wishes to expand the existing staff of 33 which includes 13 qualified lawyers.

Reporting to the Ombudsman, the new Administration Manager will be responsible for all "back office" functions, including staff management, budgetary control and all matters relating to office premises, equipment and systems. In particular, he/she will be expected to help operational staff to achieve greater efficiency and to assist the Ombudsman with the production of the Annual Report and with long term planning to improve the service provided by the Scheme.

Applicants, aged 40 to early 50's, must have proven and relevant managerial experience, gained in a hands-on environment, and should possess a sound understanding of computerised systems. A background as a professional partnership secretary would be helpful, but is not essential.

Please send your cv, together with details of current remuneration and a daytime telephone number, quoting reference 3264, to Graham Perkins, Touche Ross Executive Selection at the address below.

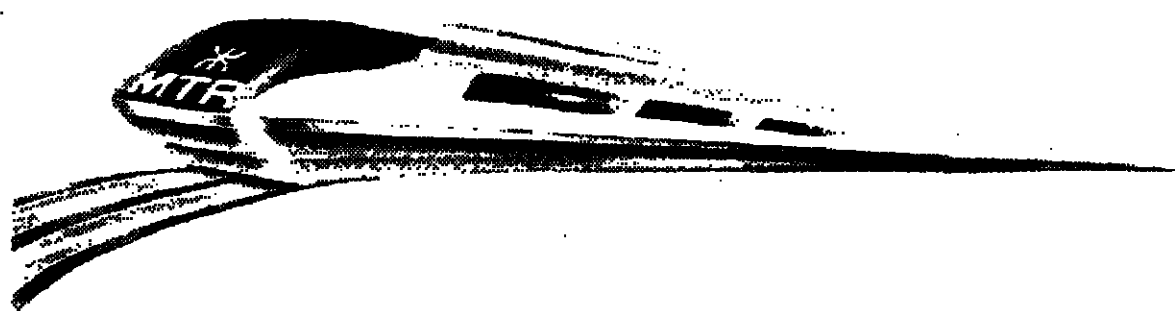
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**PROJECT CONSTRUCTION MANAGER**

**Top international salary + substantial expatriate benefits**

This is the top construction appointment within the Hong Kong Airport Railway Project and is responsible direct to the Project Director for completion of construction of the Project safely, within programme and budget and to the required quality.

The Airport Railway is a major constituent of Hong Kong's Port and Airport Development Strategy - the largest construction project currently in the world. The 34km railway will serve the new airport at Chek Lap Kok which opens in 1997 and will comprise two very large underground stations and five other stations, a new cross-harbour immersed tube tunnel, major reclamation works, rock tunnels and large-scale property developments. The contracted construction works amount to a multibillion dollar programme over five years with a large project construction team, many of whom will be professionally qualified.

The project, the environment and the remuneration will attract world-class construction professionals of the very highest calibre. Candidates will be Chartered Engineers, with at least 20 years of major project construction experience; at least eight years must have been spent in senior line management positions responsible for completing substantial works to budget and programme. Multidisciplinary, multicontract project experience covering heavy civil, building and major E&M works is essential. Experience of working in Hong Kong and of railway construction would be advantageous.

The appointment will command a top international remuneration package including a highly competitive salary, generous provident fund, substantial housing allowances, annual leave passages and six weeks' leave. Salaries tax in Hong Kong is currently 15%.

To apply, please send a brief cv before the end of September, in confidence, to Mike Brown, Ref: 5716/MAB/ST, PA Consulting Group, 123 Buckingham Palace Road, London SW1W 9SR.

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**IT MANAGER**

CREATING THE FOUNDATIONS OF EFFECTIVE CUSTOMER SERVICE IN THE MOBILE COMMUNICATIONS INDUSTRY

**Wiltshire**  
**c.£40,000 + car**

For forward-thinking mobile communications companies, the UK domestic market offers considerable potential. This company is well placed to offer the high levels of customer service that will be essential to success. Investment in information technology is a top priority, providing the foundation both for efficient billing systems and effective management information systems.

The company now seeks a senior IT professional to review and develop existing systems in preparation for the anticipated expansion of the customer base. Leading a strong team, you will create and implement an IT strategy to meet the needs of this rapidly evolving business.

To meet this challenge will require a rare combination of talents. You will need vision and

imagination to see where the company is going and to spot opportunities for IT to make a contribution. At the same time, you will need to be a hands-on manager, particularly in the early stages, able to lead individual projects and contribute to the team's technical know-how. Flexible and responsive, you will represent an IT team which can react rapidly to the varying demands of the business. In addition, you will be expected to inform and persuade senior managers of the potential of IT to transform the business, so you must be pro-active as well as reactive.

Possibly with a background in IT consultancy, you will have a broad and fully up-to-date knowledge of available technologies, methodologies and applications on which to draw. Expertise in billing systems would be particularly useful.

To apply, please send your cv to Stephanie Twigg, Ref: 5720/CST/ST, PA Consulting Group, 123 Buckingham Palace Road, London SW1W 9SR.

**PA Consulting Group**

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**SETTING NEW STANDARDS OF PROFESSIONALISM IN IT****North-west of England**  
**Package c.£40,000 + car**

The flagship operating company of a large international plc, our client has a clearly focused commitment to achieving world leadership in its field. Key to this goal is the extensive use of leading-edge technology and the provision of a comprehensive, business-related IT service.

To help spearhead these initiatives, this forward-looking organisation wishes to appoint IT professionals in the following key management roles.

**Service Manager**

In this newly-created, high-profile role, you will assume full responsibility for championing and establishing a service-oriented culture within the IT function. This will require a sound understanding of complex business processes and the technical implications of systems delivery. Your responsibilities will also include establishing Service Level Agreements, ensuring an end-to-end IT service in line with their provisions, developing an effective Service Desk facility, managing and driving problem and change management processes, and contributing to the overall management of the IT function.

With a successful track record in a similar role, ideally in an IT environment, your organisational, motivational and influencing skills will enable you to turn the service message into reality. Liaison with business management, technical management and suppliers will require a general business awareness, negotiation and communication skills, as well as extensive management experience. Ref: 5531/ZJ/ST.

**Project Manager**

In this demanding role, you will be responsible for delivering IT solutions that satisfy the business requirements of a large division of the company. More specifically, this will involve close liaison with business management to establish their requirements, advising on cost-effective solutions, planning, resourcing and co-ordinating large-scale complex projects, and ensuring delivery of systems conforming to corporate quality standards.

With 10 years' experience in IT management, including 3 years at a senior level, you will have a successful track record in the management of multiple development projects in a significant mainframe environment. In addition, your consultancy, strategic and analytical skills will give you the vision to understand the complexities of the business and to deliver the optimum IT solutions. Ref: 5532/ZJ/ST.

Both positions require results-oriented, energetic personalities, with the strategic ability to drive forward future developments.

Your commitment and hard work will be recognised by a comprehensive remuneration package including performance bonus. Longer term, there are excellent career prospects throughout the Group.

To apply, please send full career details, indicating current salary and quoting the relevant reference, to Zillah Jamieson, PA Consulting Group, Fountain Court, 68 Fountain Street, Manchester M2 2FE.

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## EXECUTIVE OPPORTUNITIES

FAX 071-782 7826

c.£42,000 + car  
M3/M4 Corridor

## Media Manager

Managing relationships with press and journalists

Our client is one of Britain's major blue chip plc's and an organisation whose global reputation places them in the forefront of applied technology and engineering.

As a recognised world leader and an exporter on the largest possible scale, their performance is seen by many in business and government as a barometer with which to measure our national standing in some of the world's toughest commercial sectors. They have a high public profile, driven by active press interest in their activities, and the substantial volume of coverage they receive extends well beyond the City and Financial pages.

Aware of the power of such reporting to influence events, the management of relationships with the press and the need to provide a credible and accurate conduit through which information can be easily accessed, or delivered, is given a high priority. This then is a critical role and the individual in it can expect to be at the centre of events of national as well as commercial importance.

Although you will need the flexibility to become involved in wider PR strategies, your principal focus will be the handling of all contact and communications with business journalists. It is therefore essential that you have a good understanding of the mechanisms which drive the City markets and the press which serve them.

A credible communicator, your background is likely to have been in a similar role with a major industrial/financial organisation, or perhaps in a senior role with a large PR agency specialising in this sector. In either case, it is unlikely that anyone under 35, or with less than 10 years' relevant experience, will have the 'professional weight' the role requires.

Reporting to board level, the prospects for career development within the context of the wider group of companies are very attractive and very real.

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To apply, please send a full CV to: TCS Confidential Replies, Ref st/5, 35 Garway Road, London W2 4QF.

Confidential Reply Service

PROJECT MANAGER  
Professional Services

London

c.£35,000 + car

Touche Ross is a leading international accounting and management consulting firm. We are highly regarded for the quality of our services and people. The audit practice, with over 2,500 partners and staff, services over 10,000 clients from listed plc's to owner-managed businesses. The audit function is constantly improving quality standards and developing new approaches to client service management. These projects affect the culture and working practices at all levels within the firm.

We require a project manager with experience in the management of change, to take responsibility for project development and implementation. Based in a specialist department, he or she will report to a steering committee of senior partners and will co-ordinate the activities of technical experts, audit partners and managers engaged in the development of these projects.

Candidates must have proven experience managing multi-disciplined teams in a large organisation such as a major plc or professional firm. Applicants should demonstrate familiarity with a recognised project development approach and be well-versed in at least one project management software package. Applicants will be graduates aged 35-45. Previous experience in accounting or auditing would be an asset.

Interested candidates should send a comprehensive CV including salary history and day-time telephone number, quoting reference 3263, to Vivienne Hines, Touche Ross Executive Selection, at the address below.

Touche  
Ross

## MANAGEMENT CONSULTANTS

1st Floor, Hill House, 1 Little New Street, London-EC4A 3TR. Telephone 071 936 3000

## Deputy Company Secretary

Yorkshire Water plc, one of the leading public companies in the North and a major employer in the region, has achieved an excellent record and reputation since privatisation in 1989. Turnover for 1991 was £2450m, generating profits of £124m. The group is expanding via related acquisitions within a well defined business plan.

Reporting to the Group Secretary you will supervise four professional staff and a support team and quickly become head of the company secretarial function. Overall responsibilities will cover Companies Act and Stock Exchange compliance; investor relations; acquisitions, disposals and joint ventures; and servicing Board and shareholder meetings. You are a Chartered Secretary,

ideally late 30's/early 40's. You must have relevant experience with a quoted company of a similar size. Accustomed to working at top management level, you value team working and have total confidence in your technical skills and professional standards.

Benefits include pension, private health insurance and assistance with relocation expenses where appropriate. Promotion, subject to performance, will be to Group Company Secretary upon his retirement.

Please write in confidence to Lesley Gifford, Ref: 2062, ICSA Consultants, Executive Selection, Buckingham House, 6 Buckingham Street, London WC2N 6BU

Yorkshire  
Water plcc.£40,000 p.a.  
+ car: LeedsI.C.S.A.  
CONSULTANTSCorporate Management  
Training Professional

c.£60-65,000

ZURICH - SWITZERLAND

A truly internationally operating Swiss Company, with some 25,000 employees world-wide, is strengthening its Corporate Management Development Department.

This new appointment has been created to ensure "state-of-the-art" multicultural management training for the top 1,000 Managers around the world; to develop and run management training programmes; to support local training departments and to work with international top business schools. Up to 30% off-site work.

You will require several years experience in national and international HR functions, with emphasis in either Management Development or Management Training. Aged 35-45 and qualified to degree level ideally in economics and social sciences. Proficiency in English and conversational German are essential.

If you fulfil all the above requirements, and if you are mobile to permanently settle down in Zurich - work permits will be obtained - and an attractive relocation package offered - please send your detailed CV with professional achievements to David Carter quoting reference ST 1999 in the strictest confidence.

## INTERNATIONAL SEARCH PARTNERS

Rustlings House, Radnage, High Wycombe, Buckinghamshire HP14 4DP  
Telephone: (0494) 484343 Telefax: (0494) 482876

DATABASE  
ADMINISTRATION  
MANAGER  
WEST LONDON

The Lawn Tennis Association is the governing body of British Tennis and is responsible for the administration of the game in Great Britain, the Channel Islands the Isle of Man.

Reporting to the Financial Controller, the Database Administration Manager will initially take responsibility for managing the LTA's Registered Membership list, the computer processing of which is shortly to be brought in-house following the recent installation of a new computer system. The role will develop over the next two years as the database is extended to cover all aspects of the Association's activities, and will also involve responsibility for maintaining the accuracy of the information held.

The successful candidate will almost certainly be a graduate, preferably 25 - 35 and experienced in all aspects of computer database management. Knowledge of Informix SQL, or any similar package and a genuine interest in the development of British Tennis would be valuable but is not essential. In return, the Association will offer a competitive salary and range of benefits.

To apply for this challenging position, please send a full CV, including an indication of current salary to:

Chris Halder (Ref:DMST2) The Lawn Tennis Association, The Queen's Club, London W14 9EG

## FACULTY OF ENGINEERING &amp; COMPUTER TECHNOLOGY

## DEAN/PROFESSOR

This lively and entrepreneurial Faculty of Engineering & Computer Technology seeks an equally lively leader to take its course programme forward into the next decade.

Emphasising advanced technology and modern organisational techniques, the Faculty offers a menu of highly respected undergraduate and postgraduate programmes over a wide spectrum of engineering.

Firmly rooted in the real world of modern manufacturing through its research and consultancy links, it supports a number of major initiatives in advanced manufacturing and logistics.

## This high profile role calls for:

- A commitment to deliver high quality and responsive programmes to the 1700 students within the Faculty.
- A record of achievement in academic leadership.
- An enthusiasm for developing research and consultancy activities which clearly underpin the teaching programme.
- A clear ability to manage both human and material resources within a highly devolved university with unambiguous lines of accountability.
- Knowledge and experience of engineering or a related discipline within higher education.

This is a Senior Management position carrying Senate membership. Salary will be negotiable and performance related; the successful candidate is unlikely to be earning less than £40,000.

If you wish to make informal enquiries in confidence, or to suggest possible candidates, please contact David Mee, Director of Personnel on 021-331 5580.

Further details and application forms can be obtained from the Personnel Department, University of Central England in Birmingham, Perry Barr, Birmingham B42 2SU. Tel: 021-331 5567.

Applications should be returned by 26 October 1992.

An Equal Opportunity Employer.

UCE

University  
of  
Central England  
in  
Birmingham

## MARKETING MANAGER

## Life Assurance Society

Salary up to £45,000

London

Our client, a long established provider of life assurance and personal pensions with a sales force of 1700, is reviewing its long term strategic plan.

To achieve some of its objectives, there is a need for a marketing professional to develop, implement and maintain a marketing strategy.

This opportunity, to head up the marketing function, will require flair, tact, patience and the enthusiastic determination to see projects through to successful conclusions.

Living within reasonable commuting distance of Central London, candidates will be able to demonstrate 10 years' successful experience in marketing split between major corporates and agency/consultancy, with particular strengths in communication skills, PR, sponsorship and development of the corporate image. A background in financial services would be a distinct advantage.

Benefits will include car, mortgage subsidy, pension and an unusually attractive working environment.

Please write in confidence to Stuart Glass,  
The Willis Partnership Limited, 23 Buckingham Gate, London SW1E 6LB

## THE WILLIS PARTNERSHIP

• EXECUTIVE • SEARCH • CONSULTANTS •

Industrial  
Sales

Up to £30k package Maidenhead

Memo Ltd is a market leader in lift door safety systems with the majority of business coming from export markets. We have an active and successful product development programme and many sales opportunities. We are expanding and now need an additional sales person to develop these opportunities both in the UK and overseas.

The successful candidate will: • be aged 27-45 • have a sound technical background in electronics or engineering • have several years experience in technical sales to industrial customers in the UK and export markets • have a demonstrable record of achievement • have the confidence to negotiate contracts and also be prepared to troubleshoot on site - preferably be fluent in a second language.

Please send a c.v. including details of your current salary to: Dr P. L. Bailey, Managing Director, Memo Ltd, Memo House, Westlock Road, Maidenhead, Berks. SL6 6SR. Tel: 0228 770794

MEMO LTD  
BAILEY GROUP  
COMPANY

## SALES DIRECTOR

Leading specialist Publishing Group requires an experienced Sales Director to head up a self-employed sales force of 50/60 representatives nationwide, selling advertising space for its publications. This will involve extensive travel in the United Kingdom.

## The Candidate

- Must have experience of running a large sales force nationally.
- Be well versed in selling advertising space.
- Be able to motivate managers and representatives to meet targets.
- Be able to train and run induction courses in-house.

## The Position

- On target earnings of £40k. Basis salary plus commission.
- Private medical health.
- Non contributory pension.
- Car and expenses.

Please apply in writing with CV to the Group Managing Director, Pyramid Group plc, Publishing House, Stratham Hill, London SW2 4TR. References will be required.

Develop your  
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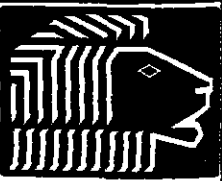
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Computer literacy is also important. An MBA or ACA would be ideal. In the first instance, please send a full CV to Clare Lockhart at the address below. Please list separately any companies to whom your details should not be sent as applications will be forwarded direct to our client for consideration.

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Entry to the range is dependent on experience and previous salary. In addition, there is a scheme for performance related pay. Appointment will be on the basis of a short term rolling contract initially of 3 years.

An information pack and application forms are available from the Board's Personnel Department, Argyll & Clyde Health Board, Gilmour House, Gilmour Street, Paisley PA1 1DU. Tel: (041) 840 7359. (Weekend/after hours answering service available).

Informal enquiries may be made to the Board General Manager, I C Smith, (ext 2400), Argyll & Clyde Health Board, Gilmour House, Gilmour Street, Paisley, PA1 1DU. Tel: 041-887 0131.



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Experience in the heritage / archaeology / museum fields, although desirable, is not essential. No age limit. A part-time appointment might be considered. Salary in the region of £25,000 p.a.

Please write in confidence with full CV to: Derek White, Sussex Archaeological Society, Bull House, 92 High Street, Lewes, East Sussex, BN7 1XH. Closing Date 21st September 1992.

**Sussex Archaeological Society**

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# Value of the flexible boss

Much has been written about the need to recruit high-calibre non-executive directors to the boards of British companies. Who they should be and where they might come from has so far had considerably less attention. Thus, an important career stepping-stone is being overlooked by potential candidates.

There are 8,000 non-executive directors of private-sector UK companies, and at least 4,000 in similar positions in the public sector and voluntary bodies. The percentage of board seats taken by non-executive directors rose from 33 per cent in 1985 to 44 per cent in 1991. Several factors suggest that the pool from which those positions are filled must be expanded in the next few years.

Host companies value non-executive directors because they bring an outsider's view. Effective non-executive directors make an important contribution as lateral thinkers and specialists.

On a personal level, the tragedy is that the most suitable candidates are often so busy in their executive jobs that they fail to appreciate the value a non-executive directorship could add to their career development. As a result, many miss what Sir John Harvey-Jones, the former ICI chairman, called "the greatest learning experience of all for a professional manager".

Some companies appreciate the value that non-executive directorships add to the development of high-flyers. For example, ICI welcomes the opportunity for its board directors, including main board hopefuls serving on subsidiary boards, to take positions as non-executive directors with other companies. ICI believes exposure to new business situations and a different corporate culture expands the horizons of senior managers, enabling them to make a greater contribution to the home board.

WH Smith, the National Grid and BASF are among 40 companies participating in what Hanson Green, the principal non-executive director headhunter, describes as a "nursery for non-executive directors".

The Annex Scheme gives high-flyers with main board potential an opportunity to become non-executive directors on subsidiary boards of other companies. Peter Waine, who devised the scheme, says: "Ambitious people make good non-executive directors because they have lots of energy. Also, because they do not need the salary, they

Non-executive directors have been more in demand in recent years. Desmond Dearlove considers their contribution



Modern managers: Hugh Reader, left, has been shortlisted. Peter Waine devised the Annex Scheme

remain truly independent." One hopeful under the scheme is 41-year-old Hugh Reader, the general manager of information technology at WH Smith. Mr Reader, who has so far been shortlisted for non-executive positions on the subsidiary boards of two blue-chip companies, says: "I am not looking

to get involved as an IT specialist. I am more interested in learning from experience outside my own corporate culture."

This is a far cry from the traditional view of non-executive directors as the great and the good lending their names to a company's letterhead, or of so-called "golfing

partners", whose main qualification for the job was that of being a friend of the chairman.

Nor are non-executive director positions seen any longer as retirement presents. By the time an individual retires, many companies would say, it is, or should be, too late. Those with the most valuable

contribution to make are people at the peak of their careers, in their forties and early fifties. In most cases, too, they are also the ones with the most to gain.

Colin St Johnston, the managing director of Promotion of Non-Executive Directors (Pro Ned), says: "A non-executive director needs to be actively involved in the commercial world. It is not appropriate for somebody retired with no other business involvements."

There are, of course, a number of well-known "professional non-executive directors" for whom the normal rules do not apply. These include Sir John Harvey-Jones, Sir Graham Day and others whose reputations are enough to secure them a steady stream of offers.

Opportunities can fall into the laps of less well-known managers, too. However, unless they fit the archetypal profile — white, male, educated at Oxford or Cambridge and already on the board of a large plc — they should not count on it. Most will need to establish their non-executive credentials and work hard to create the right contacts.

Barry Dinan, of Hanson Green, says that for most people the best time to look for a non-executive post is when they are ten years off retirement and too busy. That is when they represent the best value to a host company because they are: likely to be at the peak of their abilities, offering the best blend of experience and drive; seen as active managers rather than as serving out their time, and are worth developing because they can contribute to the continuity of the company; and have contacts who are contemporaries and are therefore also likely to be around for the next ten years.

Those who fit the profile have much to offer. They constitute excellent value for money in terms of cheap consultancy and represent an investment to help in good and bad times. The only cloud on the horizon for would-be non-executive directors is that there are a lot of other potential non-executive directors out there. Even this will be at least partly offset in the next few years by the increased number of positions on offer.

Details: Peter Waine is a co-author of *How to Use and Be an Effective Non-Executive Director*, to be published by McGraw Hill later this year. Pro Ned, 1 Kingsway, London WC2B 6XJ. 071 240 8305; Hanson Green (Annex Scheme) 071-493 0837.

## LIFE AFTER REDUNDANCY

### How a child can help

A great deal of research has been carried out on redundancy. One area, however, remains uncharted — the effects of parents' redundancy on their children. Clare Neal, of KPMG, is in the initial stages of a study on the subject, which will be carried out jointly with the Tavistock Institute and should yield interesting results in the new year.

A client's wife wrote to her: "I had always impressed upon the children that if they worked hard and did well at school, then they would succeed in life... the redundancy seemed to make

Even if not actively included, children need to be constantly informed. Mrs Neal points out: "If they do not know what is happening they can imagine things to be even worse than they are." Many parents worry that their children will suffer a kind of unmerited deprivation, but short-term redundancy may benefit some children. This is a time when many people are able to spend more time

with their children. One delighted parent reports: "This is the first time I have ever made it to the school play." Mrs Neal says: "Don't waste the time. It may never happen again."

Children will react to the guilt feelings when they try to help. They are also affected by the strains that redundancy inevitably puts on a marriage. They are more likely to be affected by adults' reactions than by what has actually happened.

When this was put to a child psychiatrist he responded wearily: "You have just summed up the whole of child psychiatry in one sentence."

Children can benefit or suffer through redundancy. The choice is in the parents' hands.

CLARE HOGG

Clare Neal would like to hear from anybody with experiences that may contribute to her research, at KPMG, Jacobs House, London Street, Basingstoke, Hampshire RG21 1PE (0256 811081).

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## Court of Appeal

## Law Report September 17 1992

## Court of Appeal

## Pollution not caused by council

## Duty to provide custody officer

## Wycharon District Council v National Rivers Authority

Before Lord Justice Watkins and Lord Justice McCowan

[Judgment July 31]

A local authority could not be said to have "caused" pollution by failing to discover the source of sewage effluent into the River Avon once it had occurred and thereafter by failing to clear a blockage in the sewer as soon as possible.

The Queen's Bench Divisional Court so held in a reserved judgment in allowing an appeal by way of case stated by Wycharon District Council against its conviction by Pershore Justices on October 11, 1990 of causing sewage effluent to be discharged contrary to section 107(1)(a) of the Water Act 1989.

Mr James Tillyard for the council; Mr Roger D. H. Smith, QC for the National Rivers Authority.

LORD JUSTICE WATKINS said that on June 1, 1990 information was received by the National Rivers Authority against the council alleging that on March 11, 1990 at a storm overflow outfall adjacent to Evesham Hospital, the council caused sewage effluent to enter the River Avon contrary to section 107(1)(a) of the 1989 Act and further that on March 12, 1990 at the same place the council caused similar effluent to enter the River Avon contrary to section 107(1)(a).

The council had the sewerage agency for the Severn Trent Water

Authority, the statutory sewerage undertaker. Thus it carried out on behalf of the sewerage undertaker the operation, maintenance and repair of sewers as well as undertaking some of the detailed design of new sewers. It accepted that it had the day-to-day responsibility for the sewerage system.

The management of the system had to be within the financial budget set by Severn Trent Water Authority. The council, as its agent, carried out remedial repairs up to a maximum of £15,000 without recourse to them.

An analysis of the contents of the statements referred to showed that they contained no dispute. That evidence was not disputed. The sewer in question had been designed and constructed according to usual practice and had no history of problems. It was unaltered from its original state and of common design. The explanation given by the council's engineer was that the blockage could have been caused by solid material emanating from the nearby hospital's link.

The justices were of the opinion that the council was the agent for Severn Trent Water Authority. It had the responsibility for the day-to-day management of the sewerage system and the continuing duty. The system was properly designed. No fault could be attributed to it. The Severn Trent Water Authority had provided that system and the council had failed to maintain it.

On the occasion in question the

maintenance procedure was in failure to deal with the blockage. As a result more sewage effluent entered the river. The council did not take effective action, did not act promptly and so caused the discharge by their failure to maintain the system.

The justices asked the following question of the Divisional Court: "Whether in law the council could be held to have 'caused' the pollution by failing to promptly discover the source of the discharge of sewage effluent into the River Avon once it had occurred and thereafter by failing to clear the blockage as soon as possible".

Obviously the council was concerned with the requirement to clean and maintain the sewers in its area so as to ensure a continuity of effluent drainage. Therefore, it was incumbent upon it to discover the whereabouts of a blockage without delay and to clear it by taking prompt action.

But if it failed to act promptly in those respects and the pollution of the river thereby persisted did it, beyond the point of failure to act promptly, cause the continuing pollution?

Mr Tillyard submitted that the offence under section 107(1)(a) contemplated two things and two separate offences, namely: (a) causing pollution; and (b) continuing pollution. The council was guilty of the first offence, but not of the second.

controlled waters which involved a failure to prevent the pollution which failure was accompanied by knowledge.

The offence of causing pollution required a positive act by an accused and not merely a passive looking on. On neither March 11 or 12 was there any positive or active operation by the council which in any way interfered with the continuous flow of sewage effluent into the river.

In his Lordship's judgment, the facts found by the justices were not capable of establishing that the council caused the pollution by creating a nuisance or otherwise. There was nothing to point to the performance by the council of either a positive or a deliberate act such as could properly be said to have brought about the flow of sewage effluent into the River Avon.

There were facts which could point to inactivity amounting possibly to negligence. There were others which could amount to knowingly permitting sewage effluent to be discharged into controlled waters but the council was not charged with that. Nor was it right to contend upon whether, if it had been so charged, it would have been convicted.

Accordingly, the justices' question would be answered in the negative and the conviction quashed.

LORD JUSTICE McCOWAN agreed. Solicitors: Sharpe Pritchard for Mr Ian Marshall, Pershore; Mr Mark Knowles, Solihull.

## Vince and Another v Chief Constable of Dorset

Before Lord Justice Fox, Lord Justice McCowan and Lord Justice Steyn

[Judgment July 30]

No duty was imposed by section 36(1) of the Police and Criminal Evidence Act 1984 on the chief constable for an area to ensure that at each designated police station at least one custody officer was normally available to perform the functions of a custody officer.

The Court of Appeal so held in allowing, in a reserved judgment, an appeal by the defendant, the Chief Constable of Dorset, from a judgment of Sir Peter Pain sitting as a judge of the High Court (1992) 1 WLR 477 given for the plaintiffs, Jeffrey Vince and Jeffrey Moseley, acting respectively for the members of the joint branch board of the Police Federation of England and Wales of the Dorset Police and members of the sergeants' central committee of the Police Federation.

The court, by a majority (Lord Justice Steyn dissenting) dismissed the plaintiffs' cross-appeal against so much of the judgment as adjudged that it was not appropriate to make a declaration that an acting sergeant might not lawfully be appointed a custody officer under section 36(3) of the 1984 Act.

Mr Alan Rawley, QC and Mr Nicholas Haggan for the chief constable; Mr Michael Belfor, QC and Mr Philip Havers for the plaintiffs.

LORD JUSTICE McCOWAN said that in the proceedings, which had been begun by originating summons, the plaintiffs claimed, *inter alia*, a declaration that by virtue of section 36(1) of the 1984 Act the chief constable was under a duty to appoint sufficient custody officers to ensure that at each designated police station at least one custody officer was always readily available to perform the functions of a custody officer as provided for by the Act; and a declaration that an acting sergeant might not lawfully be appointed under section 36(3) of the Act.

Section 36 provided: "(1) One or more custody officers shall be appointed for each designated police station.

"(3) No officer may be appointed a custody officer unless he is of at least the rank of sergeant."

"(4) An officer of any rank may perform the functions of a custody officer if a designated police station if a custody officer is not readily available to perform them."

It was apparent that the Act placed heavy and important duties upon a custody officer and sought to ensure that those duties were performed by an officer who was not involved in the investigation of an offence for

which the person in question was in police detention at the time.

It was also apparent from the terms of the judgment that the main argument before the judge in respect of the first declaration sought was as to whether or not the words of section 36(1) were ambiguous.

Whereas subsections (1) and (3) dealt with the appointment of custody officers, subsection (4) dealt with the performance of the functions of a custody officer "if a custody officer is not readily available to perform them". It would be curious in those circumstances of the construction of subsection (1) were to be determined by the words of subsection (4).

His Lordship did not believe that "readily available" was synonymous with "normally available" or "ordinarily available". Unlike the other two expressions, "readily available" covered a situation where a custody officer was not actually at the station but could without much difficulty be fetched there.

The wording of subsection (1) was not ambiguous. It plainly meant that the chief constable had a duty to appoint one custody officer for each designated police station and a power to appoint more in his discretion, which had to be reasonably exercised. There was no breach by the chief constable.

Mr Alan Rawley, QC and Mr Nicholas Haggan for the chief constable; Mr Michael Belfor, QC and Mr Philip Havers for the plaintiffs.

## Reclassifying footpaths

Mayhew v Secretary of State for the Environment

Before Mr Justice Potts

[Judgment July 10]

In deciding whether to reclassify a footpath as a byway open to all traffic, a surveying authority was entitled to consider only whether the footpath was or was not used as a byway and could not take into account the desirability or suitability of such a reclassification.

Mr Justice Potts so held in a reserved judgment in the Queen's Bench Division dismissing Margaret Mayhew's application, under paragraph 12 of Schedule 15 to the Wildlife and Countryside Act 1981, that an order reclassifying three footpaths as byways open to all traffic made by Hampshire County Council and confirmed by the Secretary of State

for the Environment, be quashed.

Mr Nigel Fleming, QC, for the Secretary of State; Mr John Howell, *ad amicus curiae*, the applicant in person.

MR JUSTICE PUTTS said that the applicant's complaint was that in reclassifying the footpaths as byways open to all traffic evidence of their present day unsuitability for vehicular traffic had been wrongly ignored.

Considerations of suitability had been within the ambit of the surveying authority's duties in the reclassification of roads used as public paths under the Countryside Act 1968.

The fact that they had been left out of the 1981 Act and the terms of section 53 of that Act, left his Lordship in no doubt that Parliament had not intended surveying authorities to have such considerations in mind when they had to consider regrading footpaths as byways open to all traffic.

The surveying authority's duty was to ascertain public rights of way and to modify the map so that it correctly defined those rights, no more and no less.

Solicitors: Treasury Solicitor; Treasury Solicitor.

## Use of driving ban

Regina v Callister

The punishment of disqualification for driving should generally be restricted to cases involving bad driving, persistent motoring or driving of a vehicle for the purposes of crime.

The Court of Appeal (Lord Justice Beldam, Mr Justice Kennedy and Mr Justice Morland) so stated on July 21 when allowing the appeal of Peter Callister against an order disqualifying him from holding or obtaining a licence for one year, made by Judge Thorpe on March 30, 1992 at Chichester Crown Court on his plea of guilty to

theft of a Range Rover. He was also sentenced to nine months imprisonment, suspended for two years.

MR JUSTICE MORLAND said that the offence committed by the appellant did not fall into any of the categories for which generally the punishment of disqualification should be ordered.

In such a case the effect of disqualification was to hinder the appellant from obtaining employment and for that reason it was wholly wrong.

The order of disqualification would be quashed but eight penalty points had to be endorsed on the appellant's licence.

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## WINNING MOVE

By Raymond Keene, Chess Correspondent

This position is from the game Langier - van Riemst, Mar del Plata 1991. White has a nominal material advantage, but the black pawn on e2 cuts the white position in two. How can black win?

Solution below.

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## Practice Direction (Crime: Children's video evidence)

The procedure for introducing and editing video recordings of evidence of children was the subject of a Practice Direction taking effect from October 1, 1992 and handed down by Lord Taylor of Gossforth, Lord Chief Justice sitting in the Court of Appeal with Mr Justice Swinton Thomas and Mr Justice Judge on July 31.

THE LORD CHIEF JUSTICE said that the procedure for making application for leave to adduce a video recording of testimony from a child witness under section 32A of the Criminal Justice Act 1988, as inserted by section 54 of the Criminal Justice Act 1991, was laid down in rule 23C of the Crown Court Rules (SI 1982 No 1109 (L22)), as inserted by the Crown Court (Amendment) Rules (SI 1992 No 1847).

Where a court granted leave to admit a video recording in evidence under section 32A(2) of the 1988 Act it could direct that any part of the recording be excluded: section 32A(3). When such a

direction was given, the party who made the application to admit the video recording had to edit the recording in accordance with the judge's directions and send a copy of the edited recording to the appropriate officer of the crown court and to every other party to the proceedings.

Where a video recording was to be adduced during proceedings before a crown court, it should be produced and proved by the inter-

## Television link court centres

Practice Direction (Crime: Crown court centres)

Crown court centres equipped with live television facilities and suitable for the transfer of cases involving video evidence by against children were listed in a Practice Direction handed down by Lord Taylor of Gossforth, Lord Chief Justice, sitting in the Court of Appeal with Mr Justice Swinton Thomas and Mr Justice Judge on July 31.

THE LORD CHIEF JUSTICE said that with the concurrence of

viewer, or any other person who was present at the interview with the child at which the recording was made.

The applicant should ensure that such a person could be available for that purpose, unless the parties had agreed to accept a written statement in lieu of attendance by that person.

It was for the party adducing the video recording to make arrangements for the operation of the

## Video recordings of children's evidence

Practice Direction (Crime: Children's video evidence)

The procedure for introducing and editing video recordings of evidence of children was the subject of a Practice Direction taking effect from October 1, 1992 and handed down by Lord Taylor of Gossforth, Lord Chief Justice sitting in the Court of Appeal with Mr Justice Swinton Thomas and Mr Justice Judge on July 31.

THE LORD CHIEF JUSTICE said that with the concurrence of

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## Television link court centres

Practice Direction (Crime: Crown court centres)

Crown court centres equipped with live television facilities and suitable for the transfer of cases involving video evidence by against children were listed in a Practice Direction handed down by Lord Taylor of Gossforth, Lord Chief Justice, sitting in the Court of Appeal with Mr Justice Swinton Thomas and Mr Justice Judge on July 31.

THE LORD CHIEF JUSTICE said that with the concurrence of

TEL: 071 481 4000

## PERSONAL COLUMN

ESTABLISHED 1785

FAX: 071 481 9313

## PUBLIC NOTICES

THE Royal Society for the Rehabilitation of Arts, Manufactures and Commerce (RSMAC) is holding a Public Meeting on Thursday, September 24, 1992, at 6.00 pm, at the RSMAC, 100, Strand, London WC2R 0AL. The meeting will be held in the RSMAC, 100, Strand, London WC2R 0AL. The meeting will be held in the RSMAC, 100, Strand, London WC2R 0AL.

## LEGAL NOTICES

ARTHUR DAVIDSON LIMITED in Administrative Receivership of the Assets of the Company known as "THE ROYAL SOCIETY FOR THE REHABILITATION OF ARTS, MANUFACTURES AND COMMERCE" (RSMAC) is hereby notified that the Company is in Administrative Receivership of the Assets of the Company known as "THE ROYAL SOCIETY FOR THE REHABILITATION OF ARTS, MANUFACTURES AND COMMERCE" (RSMAC).

## FOR SALE

TEACHER REQUIRED for 8 children in the age range 5 to 11 years. The school is in the heart of the village and is a very pleasant school. The teacher should be qualified and have experience of working with children. The salary is £10,000 per annum. The school is in the heart of the village and is a very pleasant school.

## ALL TICKETS

GENESIS, THE CURE, SPURS V MAN UNITED, ENG V STR ALFRA. Phantom, Selglen, Les Mts. all pop, sport & theatre. Tel: 071 323 4480

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TWICKENHAM SATURDAY 14 NOVEMBER CORPORATE Hospitality MATCH TICKETS. TEL: 0727 45611

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When responding to advertisements, readers are advised to establish the face value and full details of tickets before entering into any commitment.

## WEDDING MORNING SUITS

DINNER SUITS EVENING TAIL SUITS. SUPPLIES TO HIRE. BARBANS FROM £50. Lymington Hair Department, 200, High Street, Lymington, Hampshire. Tel: 01794 500001

## BIRTHDAYS

KOMAL. To my dearest daughter, Komal, on her 11th birthday, I wish you a very happy birthday and may you have many more from your loving Father and Mother. The entire Komal family.

## SERVICES

PERSONAL SECURITY for families. Tel: 0953 456612 or 021 586 9354

## WANTED

ALL ONE ON Pensions & Welfare. Tel: 071 525 9018

## WANTED

BAR to DEC, to replace original bar with furniture removed. Awarded £1000. Tel: 071 481 4000

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Favorite Poems. Expertly compiled. Details call: 0891-879793 or write: Box no. 992 Dept 2, The Times, Virginia St, London E1 9DD. Daniel Bruce

## FLATSHARE

BELGRAVIA SW1. Double room, fully furnished, central, close to Hyde Park, 10 min walk to Hyde Park, 10 min walk to Hyde Park, 10 min walk to Hyde Park. Tel: 071 376 7849

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## CLAPHAM SOUTH SW15

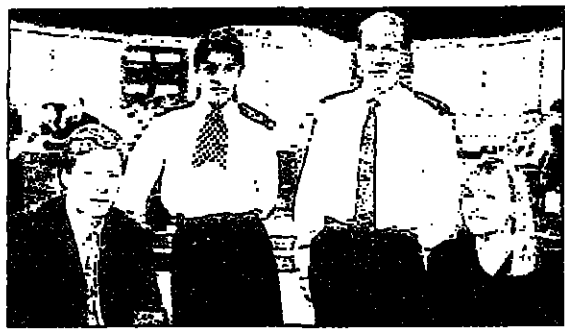
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## CLAPHAM SOUTH SW15



## BBC1

- 6.00 CeeFax** (92765)  
**6.30 Breakfast News** starts with *Business Breakfast* until 6.55 when there begins news and topical reports with regular business, sport, weather, regional news and travel bulletins (78842291)  
**9.05 Perfect Strangers** American comedy series (r) (6230746)  
**9.30 Liberal Democrats Conference 92** The last morning of the conference in Harrogate includes a debate on the Earth Summit. Presented by Donald MacCormick, Vivian White and Ian MacWhinney. (Continues at 10.35) (50982)  
**10.00 News** regional news and weather (4508611) **10.05 Playdays** Includes a visit to the Hertfordshire village of Codicote (r) (9327949) **10.25 Barney** (r) (1451809)  
**10.35 Liberal Democrats Conference 92** Further coverage from Harrogate. Includes *News* (CeeFax) and weather at 11.00 and 12.00 (86296185)  
**12.25 Return to Evergreen Junction** Train enthusiast Ian Peters' film record of the Somerset and Dorset rural railway before it was "Beaching" in 1966 (r) (8134814) **12.55 Regional News** and weather (70316302)  
**1.00 One O'Clock News** (CeeFax) Weather (15543)  
**1.30 Neighbours** (CeeFax) (s) (4304833) **1.50 Going for Gold** Henry Kelly with another round of the general knowledge quiz with European contestants (s) (4305749)  
**2.15 Film: Marty** (1955, b/w) A simple, affecting drama, which won four Oscars, about the relationship between a lonely New York butcher (Ernest Borgnine) and a shy teacher (Betsy Blair). Directed by Delbert Mann (3126307)  
**3.40 Cartoon** (8669901) **3.50 Puppydog Tales** The first of a 13-part animated series narrated by Victoria Wood (8965185) **4.00 Noddy** A new animated series of adventures for End Blyton's character (6454123) **4.10 Babar** Adventures of a regal elephant (6481253) **4.30 Dizzy Heights** Last in the children's comedy series (8645833)  
**4.55 Newsworld** (4750524) **5.05 Blue Peter** presented by John Leslie, Diane-Louise Jordan and Andrea Turner. Includes the story of two earlier *Blue Peters* — second world war RAF Spitfires (CeeFax) (9905678)  
**5.35 Neighbours** (r) (CeeFax) (s) (7077272) Northern Ireland: Inside Ulster  
**6.00 Six O'Clock News** with Anna Ford and Chris Lowe. (CeeFax) Weather (823)  
**6.30 Regional News Magazines** (185) Northern Ireland: Neighbours  
**7.00 Top of the Pops** introduced by Femi Oke and Adrian Rose (s) (3253)  
**7.30 EastEnders** (CeeFax) (s) (369)  
**8.00 The Russ Abbot Show** Comedy sketch series. With Bella Emberg, Sheme Hewson and Les Dennis (r). (CeeFax) (s) (2901)  
**8.30 Waiting for God** Michael Atkinson's comedy series starring Graham Crampton and Stephanie Cole as a pair of mischievous residents in a retirement home. (CeeFax) (s) (1036)  
**9.00 Nine O'Clock News** with Michael Buerk. (CeeFax) Regional news and weather (7949)



Assisting the police: Nick Ross and Sue Cook (9.30pm)

- 9.30 Crimewatch UK** presented by Nick Ross and Sue Cook. A new series begins with appeals for assistance in the cases of the kidnapped Cheshire bank manager's wife and the murder of 18-year-old Katie Rackdriff. (CeeFax) (s) (7833)  
**10.15 Question Time** The panel for this first of a new series is Beverley Anderson, an education consultant, and MPs John Patten, Robin Cook and Simon Hughes. The chairman is Peter Sissons (289415)  
**11.15 Crimewatch UK Update** (798814)  
**11.25 Eastwood and Co.** On the set of his latest film *Unforgiven*, a western that opens in London tomorrow, Clint Eastwood talks about acting and directing. Also appearing are the film's co-stars, Richard Harris, Gene Hackman and Morgan Freeman (273920)  
**11.55 Law and Order** American crime series starring George Dzundza, Michael Moriarty and Christopher Noth (r) (s) (553588)  
**12.40am Weather** (2011483)

## SATellite

## SKY ONE

- Via the Astra and Marcopolo satellites  
**6.00am The D1 All Show** (882852) **8.00 The Popcorn** (615949) **8.30 Playhouse** (5247543) **8.40 Caribans** (7378630) **9.30 The Pyramid Game** (10358) **10.00 The Late Show** (5247543) **10.30 The Late Show** (5247543) **11.00 The Late Show** (5247543) **11.30 The Late Show** (5247543) **12.00 The Late Show** (5247543) **12.30 The Late Show** (5247543) **1.00 The Late Show** (5247543) **1.30 The Late Show** (5247543) **2.00 The Late Show** (5247543) **2.30 The Late Show** (5247543) **3.00 The Late Show** (5247543) **3.30 The Late Show** (5247543) **4.00 The Late Show** (5247543) **4.30 The Late Show** (5247543) **5.00 The Late Show** (5247543) **5.30 The Late Show** (5247543) **6.00 The Late Show** (5247543) **6.30 The Late Show** (5247543) **7.00 The Late Show** (5247543) **7.30 The Late Show** (5247543) **8.00 The Late Show** (5247543) **8.30 The Late Show** (5247543) **9.00 The Late Show** (5247543) **9.30 The Late Show** (5247543) **10.00 The Late Show** (5247543) **10.30 The 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## TODAY IN BUSINESS

### BODY BLOW



Anita Roddick, of Body Shop, saw £200 million wiped off the company's stock market value after a profit warning. Page 21 and 22

### CASH CALL

London training and enterprise councils asked the government to provide an extra £68 million a year. Page 20

### UNLOCKED



Racal Electronics is going ahead with the merger of its Chubb security division despite volatile markets. Page 21

### RISE AND RISE

Close Brothers, the merchant bank, notched up its 17th successive increase in annual pre-tax profits. *Tempos*, page 23

### ACCOUNTANCY



Robert Bruce says small and medium-sized accountancy firms are well placed to ride out the recession. Page 25

### THE POUND

US dollar 1.8467 (-0.0408)  
German mark 2.7784 (-0.0028)  
Exchange index 90.5 (-0.4)  
Bank of England official close (4pm)

### STOCK MARKET

FT 30 share 1716.4 (-9.3)  
FT-SE 100 2378.3 (+8.3)  
New York Dow Jones 3328.67 (+1.35)\*  
Tokyo Nikkei Ave 17944.70 (-526.70)

### INTEREST RATES

London: Bank Base: 12%  
3-month interbank: 16%-16%  
3-month sterling bills: n/a  
US: Prime Rate: 9%  
Federal Funds: 3 1/4%  
3-month Treasury Bills: 2.91-2.90%  
30-year bonds: 98 1/2-99

### CURRENCIES

London: New York:  
£: \$1.7930  
£: \$1.8110\*  
£: DM2.7527  
£: DM1.5185\*  
£: Sfr2.3904  
£: Sfr1.3190\*  
£: FF9.3300  
£: FF5.1528\*  
£: Yen226.57  
£: Yen124.92\*  
Index: 90.5  
Index: 61.5  
ECU: £0.723488  
SDR: £0.764270  
ECU: £0.723488  
SDR: £0.764270  
London Forex market close

### GOLD

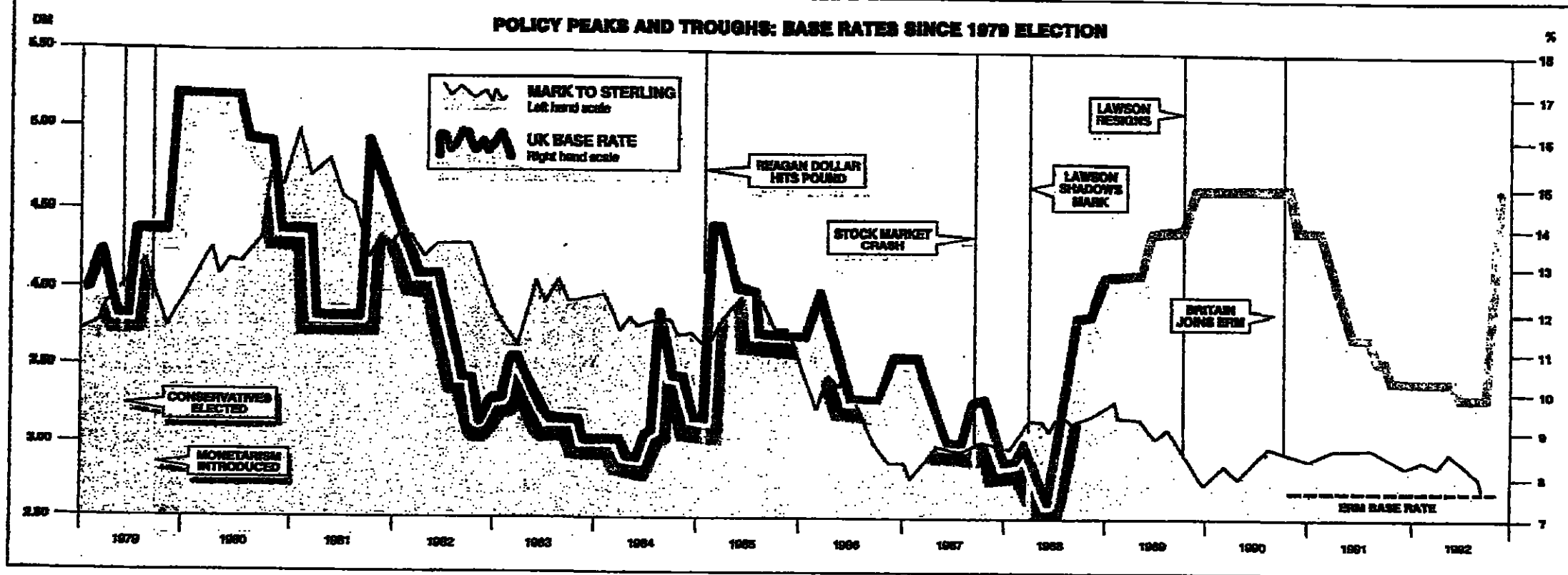
London Fixing:  
AM \$340.20 PM \$349.00  
Close \$348.20-348.70  
£189.00-189.50  
New York:  
Comex \$349.35-349.85\*

### NORTH SEA OIL

Brant (Oct) ... \$20.45/bbl (\$20.55)

### RETAIL PRICES

RPI: 138.9 August (1987=100)  
\* Denotes midday trading price



## Devalued pound in free fall

### Sterling below DM2.70 after ERM suspension

### Industry sees disaster looming

By ROSS TIEMAN, INDUSTRIAL CORRESPONDENT

By GEORGE SIVELL

THE pound crashed below DM2.70 in foreign exchanges last night after the Chancellor announced its suspension within the ERM and talks on realignment within the mechanism.

The rate confirms that sterling is already being devalued within the foreign exchange markets.

Speaking on the steps of the Treasury, Norman Lamont said minimum lending rate would remain at 12 per cent until the markets are calmer. The interest rate rise of 3 per cent to 15 per cent scheduled for today will not apply.

An unprecedented and damaging 5-point rise in British base rates had earlier failed to move the pound off its ERM floor against the mark.

The morning's 2-point rise failed to lift sterling, which continued to bump along its ERM floor of DM2.7780 despite the afternoon announcement of a further 3-point rise, now rescinded.

Foreign exchange traders described the volume of pounds being sold after the official 4pm Bank of England close as small and said they would not be surprised if the Bank began intervening at the ERM floor of DM2.7780 when markets open today.

After what dealers described as very heavy intervention, the Bank of England managed to hold the pound at DM2.7784 at the official 4pm close, a fall of 0.28 pence from the day which saw base rates return to the level at which Britain entered the ERM in October 1990. The pound had fallen to \$1.8467 at the official Bank of England close, a 4.08 cent fall on the day.

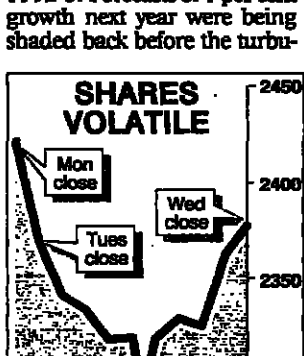
Dealers were earlier weighing up the options faced by Britain of either seeking a devaluation within the ERM overnight or of sending the Bank of England in to defend this morning. "We are now truly into uncharted waters," one said. "ERM realignments normally come at the weekend. Maybe the Bank can survive until then."

Economists, however, sensed devaluation in the air and criticised the government for authorising a two-pronged cut in base rates. Robert Lind, an economist at UBS Phillips & Drew, said: "The interest rises yesterday created a downward spiral of confidence. The

question now is when that will end. There is almost an implicit expectation of devaluation."

As a sign of the turbulent air on money markets, overnight rates for the pound in London were quoted at anywhere between 30 and 70 per cent.

Economists hope the base rate rises will be temporary. But they feel base rates may settle at a level higher than the 10 per cent starting point yesterday. This would be devastating for the economy. It is calculated that every permanent one-point rise in base rates above 10 per cent knocks 0.25 per cent of GDP for 1992-3. Forecasts of 1 per cent growth next year were being shaded back before the turbulence in the ERM began.



Britain last raised interest rates on October 5, 1989. They went to 15 per cent as the government tried to squeeze out inflation.

In between base rate rises, the government revealed that its public borrowing requirement reached £2.9 billion in August, taking the total for the first five months of the year to £14.3 billion. This time last year the deficit was £7.9 billion in a year in which the government ultimately borrowed £14 billion. This compares with £28 billion forecast at the time of the Budget for the full year and economists' predictions now of £36 billion.

The government also announced retail sales figures showing a rise in volumes of 0.8 per cent from July to August, which would normally have been rated as modestly good news. The year-on-year increase was 1 per cent. But economists said much of the volume increase was attributable to clothing and footwear sales that had been heavily discounted in the high streets. This made the sustainability of the increase questionable.

Sterling suspended, page 1  
Full analysis, pages 2-4  
Peter Riddell, page 14  
Leading article, page 15  
Stock market, page 22  
Comment, page 23

## City discounts devaluation

By MICHAEL CLARK, STOCK MARKET CORRESPONDENT

SHARE prices staged one of the most dramatic turnarounds ever witnessed on the London stock market after City brokers realised that the unprecedented double surge in bank base rates would not be enough to halt the slide in the pound and that the next step was likely to be a devaluation of the currency.

The FT-SE 100 index rallied from an early fall of almost 80 points to finish the session 8.3 higher at 2,378.3 after a day of high drama that left many experienced traders stunned. By the close of business, 640 million shares had changed hands, with many traders and fund managers discounting some form of devaluation for the pound.

Nick Knight, of Nomura, the Japanese securities house,

who had forecast that the index would bottom out at 2,150 is telling clients to start buying. Jerry Evans, equity market strategist at County NatWest, said the market is discounting a devaluation. "It is clear that a rise of five points in bank base rates has not been enough and that some sort of devaluation is on the cards. Speculation... suggests some sort of deal will be struck later today."

Prices had been marked sharply higher at the open in the wake of a 70-point fall overnight on Wall Street. But it was the foreign exchange and the pound's vain effort to stay above its base limit within the exchange-rate mechanism that remained the focus of attention in the City. In mid-morning, it became clear that

attempts by the Bank of England to intervene and support the pound were proving futile. At 11.03am, the first of the day's rises in interest rates was announced. Shortly after, the index plunged to touch a low for the day of 2,291.3. It soon became clear that a 2 per cent hike was not enough, and after a brief rally prices were again losing ground.

Just after 2pm, the Bank of England moved again, raising base rates by a further three points, but the pound still refused to respond to treatment. It was at this point that the equity market began to rally as traders took the view that a devaluation was now inevitable. Such a move would be good news for the equity market. It makes overseas earners more competitive.

## Writing on the wall for ERM

By WOLFGANG MÜNCHAU

Last night's suspension of sterling within Europe's exchange-rate mechanism came after one of the worst days in the system's 13-year history, during which it was threatening to be torn apart in a manner reminiscent of the collapse of the Bretton Woods system of fixed exchange rates in the early seventies.

Despite the initial relief to financial markets, grave doubts will hang over the future of the system, irrespective of the outcome of Sunday's French referendum vote on the Maastricht treaty.

Earlier in the day, the Bank of Italy was forced into issuing a denial that the lira was about to be withdrawn from the ERM. But European economists believe it will be impossible to keep the Italian currency anywhere near its present rate, suggesting the weekend's devaluation of the lira did not go far enough. The lira yesterday moved near its new exchange

rate floor against the mark of L820.60, closing at L819.50. By midday it was clear that the 7 per cent devaluation on Sunday and the German interest rate cut on Monday had turned out to be a complete failure.

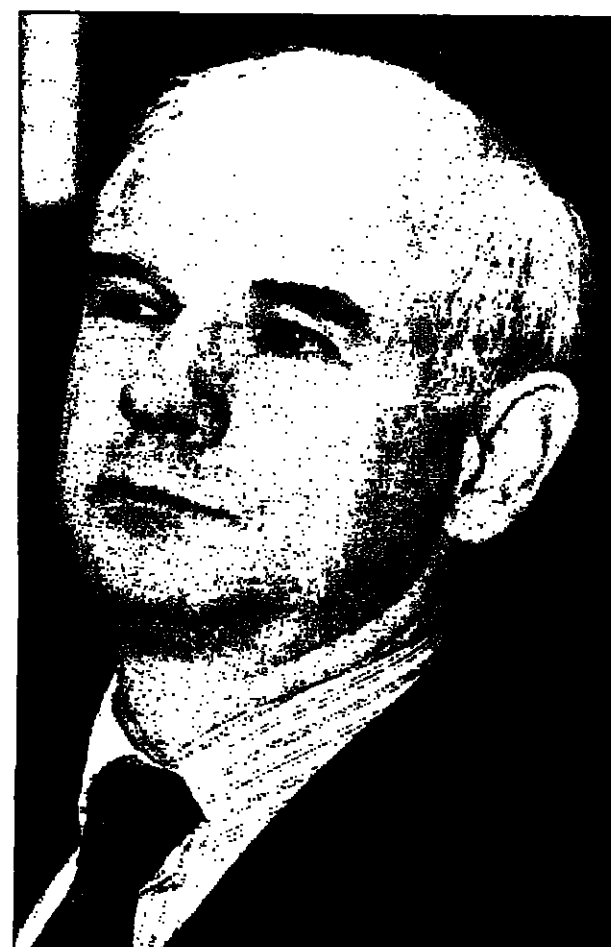
The most pronounced case of market panic came from Sweden, where the central bank raised the overnight marginal lending rate to 500 per cent, in a desperate effort to wrongfoot speculators against the krona. Sweden, which is not a member of the ERM, "shadows" the mark. The peseta also slumped, raising fears that Spain may join the devaluators. The peseta closed at 67.50/80 against the mark as the second-weakest currency in the ERM after sterling.

After the failure of massive intervention in the morning, central banks moved to reshuffle interest rates in an unprecedented manner. Britain's decision in the morning to raise interest rates by an initial 2 percentage points coincided

with a decision in Amsterdam, where the Dutch central bank announced a 0.75 percentage point cut in bank rate to 8 per cent. The Belgian central bank announced a quarter-point cut. Britain's later decision to raise rates to 15 per cent from today was immediately followed by the panic-ridden Swedish rate rise. In each case, currency markets were unimpressed.

Yesterday's panic on foreign exchanges was precipitated by newspaper reports quoting Helmut Schlesinger, president of the Bundesbank, who reportedly said he favoured a devaluation of sterling, in what the Bundesbank referred to as an "unauthorised" interview. It was clear that Dr Schlesinger actually made the remarks attributed to him, but that he did not intend to have these published.

Mark Brett, director of currency and bond strategy at BZW in London, said the markets are speculating about the collapse of the ERM.



Bad news if rates stay high: Howard Davies of the CBI

## WHICH WAY WILL THEY JUMP ON THE 20TH?

The markets will give their own verdict on the outcome of the French referendum. Whether the Maastricht treaty continues or not, the recent volatile nature of the world's stockmarkets is likely to continue.

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# London Tecs 'underfunded' by £68m

By Ross Tieman, Industrial Correspondent

TRAINING and enterprise councils in London need an extra £68 million a year to match service standards in the rest of the country, according to a report by Coopers & Lybrand, the consultant.

Chronic underfunding of training in the capital, combined with a rise in unemployment that far outstrips the national average, has left the Tecs unable to meet the training deficit, said the report, commissioned by the nine London Tecs for additional funds.

But Michael Forsyth, the employment minister, condemned the report as having "enough holes in it to please a Swiss cheese-maker". A preliminary examination suggested the report seriously understated the level of spending in the capital, he said.

According to Coopers' calculations, government spending per head on the youth training scheme in the capital this year is only £548 a head, compared with an average of £1,104 in the rest of England and Wales. For adult training, the spend per head in the capital was £792, compared with £1,047 in the rest of England and Wales. Cash for business support and enterprise creation was also lower per firm than the national average.

The lower levels of spending are found even though unemployment in the capital has risen 118 per cent since November 1989, against an 80 per cent rise for England and Wales as a whole. Long-term unemployment in London exceeds the national average.

There are nearly nine people chasing every vacancy in the capital, compared with six nationwide. Coopers concluded that £23 million was needed to top spending per head in London on the same basis as the rest of England and Wales. But a further £45 million was necessary to make up for the higher costs of working in the capital.

The report also called for the Tecs to work more closely to improve their services and to raise the profile and image of publicly funded training in London.

Lord Stockton, chairman of Centec and spokesman for the London Tecs, said: "Much is at stake and we call for the right investment in London's economy and people so that its status and position as a world-class city can be maintained."

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Happier housekeeping: Bluebird Toys is back in the black after a disastrous trading spell (Jon Ashworth writes).

Higher toy sales helped pre-tax profits reach £234,000 (£4.47 million loss) in the first half. Last year's loss was mainly due to a restructuring in which £3.34 million of costs were taken above the line.

Worldwide sales of the tiny Polly Pocket plastic doll, the top selling toy in Japan, helped lift turnover to £17.4 million (£1.6 million). The company's UK sales are poor. Torquill Norman, above, the founder and chairman, said

## Gestetner focuses on camera deal

By Matthew Bond

GESTETNER Holdings, the office and photographic equipment distributor, has conditionally agreed to sell its Vivitar and Haninex camera distribution business to Concord Camera Corporation of the United States.

Under the terms of the deal, Gestetner could raise up to £27.7 million from selling the businesses, which made trading profits of £2 million in the year to end-October 1991, but slipped into losses of £1.3 million in the first half of the current year.

Concord will pay Gestetner £21.1 million in cash and issue the vendor with 1.3 million shares of Concord common stock. Gestetner has a put option over those shares, requiring Ira J. Hechler, a New York investment firm, to buy them for £6.6 million on October 31, 1993.

Hechler has a call option over the shares at the same price. Part of the cash portion of the consideration is being raised by Hechler exercising previously issued Concord warrants it holds for shares. Hechler is backing a management buy-in at Concord.

The deal is conditional on the fundraising being successful. Concord, despite being a fully quoted manufacturer and distributor of photographic equipment, had sales of just £48 million for the nine months to March compared to the combined Vivitar and Haninex turnover of £37 million in the six months to April and £90 million for the previous full year.

## Dairy Farm optimistic after 10% interim rise

SIMON Keswick, chairman of Dairy Farm International Holdings, which has a 25 per cent interest in Britain's Kwik Save discount retail chain, promised higher profits this year than the £146.8 million made in 1991. The food retailer and distributor, 46 per cent owned by Jardine Strategic Holdings, reported interim profits up 10 per cent to £59.9 million. Mr Keswick said: "The continued growth of our retail operations in Australia, Hong Kong, and the United Kingdom and the significant improvement in our New Zealand and Taiwan businesses should, despite continuing losses in Spain, enable our company to achieve profit growth for the full year."

In Britain, Kwik Save supermarkets achieved profits in the 28 weeks to March 14 up 8 per cent, while sales were up 44 per cent and market share also rose substantially. Simago, the Spanish retailer, made losses in the first half.

## Helical bounces back

HELICAL Bar, the property group run by Michael Slade, has bounced modestly back into profit and made further progress in reducing its debt mountain. In the six months to end-July, pre-tax profits were £36,000 (£694,000 loss). The company sold some £14 million of property in the first half, reducing net borrowings to £87 million (£120 million). Since the half-year end another £4 million of sales have been completed. The interim dividend is unchanged at 2.4p.

## SBJ ahead at halfway

STEEL Burtill Jones, the insurance broker, gave a warning that it saw no sign of an improvement in market conditions this year. The company is holding the interim dividend at 4.25p a share and promises to maintain the final at 13.25p. Profits rose from £5.29 million before tax to £6.23 million in the six months to end-June but earnings slipped from 9.92p a share to 8.77p, reflecting an increase in the number of shares issued after acquisitions. The shares slipped 15p to 164p.

## Waterford Foods rises

WATERFORD Foods, Ireland's largest dairy group, lifted pre-tax profits to £168.7 million (£8.36 million) in the six months to end-June, compared with £17.7 million last time. Turnover increased 15 per cent to £1,249.9 million (£1,216.3 million). There is a dividend of 1.15p on the A and B shares, compared with 1.1p and 0.75p respectively last time. The interim dividend on the convertible redeemable preference shares is maintained at 3.5p.

## THE TIMES UNIT TRUST INFORMATION SERVICE

Mid Offer %				Mid Offer %				Mid Offer %				Mid Offer %				Mid Offer %			
<b>ABBEY UNIT TRUST MANAGERS</b>				<b>GLOBAL TECH</b>				<b>GLOBAL TECH</b>				<b>GLOBAL TECH</b>				<b>GLOBAL TECH</b>			
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## STOCK MARKET

## Brokers discount devaluation of sterling

THE hike in bank base rates to prop up the ailing pound was accompanied by a day of high drama on the stock market, with share prices clawing back a fall of almost 80 points to end marginally higher on the day.

Last night, stockbrokers took the view that the rise in interest rates had failed to have the desired effect, proving too little, too late. Many of them are now taking the view that the government will now be forced into a U-turn by devaluing the pound, one way or another, and allowing it to find a new level.

Share prices had started the session sharply lower in the wake of a 70-point fall overnight on Wall Street, but it was the foreign exchanges and the pound's forlorn struggle to stay above its base level in the exchange-rate mechanism that held everyone's attention.

Attempts by the Bank of England to intervene and support the pound failed. Then at 11.03 am, the Bank announced a 2 point rise in base rates to 12 per cent. The fall in share values accelerated on the news, with the FT-SE 100 index diving below the 2,300 mark to touch a low for the day of 2,291.3. Prices attempted to recover their

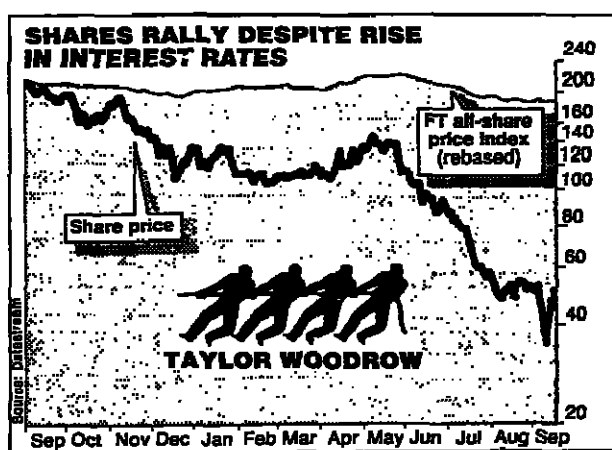
poise, but it soon became apparent that the measures taken by the government were not enough to support the pound and prices began to drift again. It was at this point that the Bank stepped in with a second hike in interest rates, taking the rise on the day to 5 points.

The strength and swiftness of the subsequent rally in share values surprised even the veterans of Black Monday in 1987, and left the index 8.3 up on the day at 2,378.3.

Turnover reached 640 million shares, boosted by the appearance of bargain hunters betting that the long-awaited economic recovery may soon be under way. Most of the attention was focused on blue chips and those sectors that have been depressed by high interest rates.

Index futures led the cash market higher in hectic trading, which saw a record number of contracts completed. A total of 19,600 were completed in the September series and 6,700 in the December.

BAT Industries was one of a number of dollar-earners that staged a dramatic turnaround, recovering from a low of 739p to finish 24p higher at 788p. RTZ added 17p to 571p, after touching



544p, and Glaxo rebounded from a low of 761p to end at 799p, up 23p. Similarly, Allied-Lyons recovered from 520p to finish up 19p at

County NatWest has reiterated its "buy" stance on FKI, the electrical engineering group, up 1p to 70p, after a meeting with the chief executive and finance director that left the broker reassured about progress. County says FKI is continuing to concentrate on margin improvements.

565p, while Grand Metropolitan rose 17p to 409p, after 371p, and Guinness pulled back from 491p to end 13p firmer at 529p.

Body Shop plunged 117p to 149p after warning the market that a downturn in sales in Britain had had an adverse impact on group profits for the six months to August

maintained but there is no evidence to suggest that spending will improve in the second half.

The news from Body Shop rattled the rest of the retail sector, which was already shaken by the hike in interest rates and the damage that was likely to inflict on fragile consumer confidence.

The latest retail sales figures, showing a rise of 0.8 per cent in August, almost passed unnoticed.

Falls were recorded in Argos 8p to 215p, Laura Ashley 2p to 58p, Boots 8p to 444p, Burton Group 3p to 32p, Clinton Cards 4p to 69p, Colorvision 4p to 85p, Dixons

5p to 187p, Elanco 5p to 225p, Great Universal Stores 4.5p to £14.25, Kingfisher, which reported better than expected interims earlier this week, 13p to 461p, Lloyds Chemists 18p to 174p, Marks and Spencer

7p to 303p, John Menzies 4p to 339p, Next 3p to 91p, Ratsers 1.5p to 74p, WH Smith 1.7p to 385p, and Storehouse 2p to 127p. Sears, the subject of a sell recommendation on Tuesday by County NatWest, the stockbroker, lost 5.5p to 58.5p.

Dearer money is bad news for the building sector and could postpone any recovery.

The property sector was another casualty of the lurch towards higher interest rates.

MICHAEL CLARK

## TEMPUS

## Harsh winter could be Calor's only comfort

THERE are lots of early berries on the bushes but, other than hopes of a long hard winter, fans of Calor Group still have little to hold on to.

In the first half, the group was hit by mild winter trading and recession in industries such as building, which cut core operating profits by a quarter to £31 million on group turnover down 23 per cent to £165 million. The final leg of reorganisation made things worse, with one-off redundancy and other costs of £11.4 million, which was at the worst end of expectations.

On top of this came a £7.2 million loss from a venture to install and supply a new kind of beer freezing equipment into public houses and hotels. Virtually the whole investment has been written off through trading losses or stock provisions.

The best news was that the group hopes to maintain the full-year dividend at 12p, though this is unlikely to be covered by earnings. Thanks to the exceptional earnings were only 4.1p per share in the six months to end June, which is seasonally the best half for the gas business, and a more normal second half might, at best, bring this up to about 10p for the year. Both

sets of exceptional charges should now be over, since Calor has completed its main cost cuts and taken a conservative accounting line on the Air Separation business. Unfortunately, more of the gas operating cost benefits are likely to go into restoring Calor's competitive position in a static market than to boosting short-term profits.

The shares, down 16p to 183p, might sell at about 18 times prospective earnings, falling to 8 or 9 times if there were normal weather 1993, without worse recession. Reorganisation should eventually pay off. A dividend yield of 8.7 per cent is the only short-term attraction.

## Body Shop

GRAVITY wins again. Body Shop International, the recession proof stock, has finally run into the recession.

Body Shop's shares have always had a long way to fall, puffed up as they have been by multiples that said the Roddicks would go on posting higher profits forever. Therefore, yesterday's ill-timed admission that they would not spark a dramatic slide in the share price. By the close, they were 42 per cent down and looked beyond even the



End of a traumatic year: Hugh Ashton, chairman of Close Brothers

restorative powers of evening primrose oil. So, is the success story over? It is not, says the company. Forecast interim pre-tax profits of £8 million may be below last year's £9.1 million and may be adrift from analysts' expectations of £11.5 million. But in terms of this recession, the drop has been a modest one.

Despite the sharp fall in the share price, Body Shop's followers appeared to be buying the management's version of events. The day started with

profits forecasts of £32 million to £35 million and the shares at 266p, on a multiple of almost 22. It finished with forecasts cut to £22 million to £25 million and the shares at 155p. By contrast, the multiple was still a lofty looking 18.

Management may be right in saying its problems are confined to Britain, but in this recession, once things go wrong, they tend to stay wrong. Yesterday, the company admitted it was mortal. Until it proves otherwise, at

155p, the ultra low-yielding shares look expensive.

## Close Brothers

NOTHING seems capable of shaking Close Brothers. In April, its headquarter's emerged bloodied but unbowed when the dust from the IRA bomb settled. Yesterday, it announced pre-tax profits up 2 per cent to £12.6 million, while most of the rest of the small merchant banking sector is in turmoil. Yesterday,

the shares stayed at 205p despite the decline in the wider stock market.

Close clearly took to heart the advice that City merchant bankers would have to be global players or niche specialists to survive after Big Bang. Its markets are tightly defined but highly profitable even during recession.

In a year described by Hugh Ashton, chairman, as gruelling, Close has played a canny game at a time when smaller merchant banks are looking like an endangered species. Predictably, it does not feel it has received the stock market recognition it deserves and is now trying to raise its profile. It has aspirations of being "a major merchant banking group", although it says it will not blow its balance sheet strength on a risky acquisition to do so.

Profits will rise in the current year, for the 18th year in succession, to about £13.4 million, putting the shares on a lowly multiple of less than nine times expected earnings of 23.5p.

The dividend is expected to rise from last year's 9.5p to about 10p. The shares are good value but the company has its work cut out convincing the markets.

## FT-SE VOLUMES

Share	Vol	Share	Vol	Share	Vol
Adyall	5,200	Costa	2,200	Legal & Gen	3,300
Adyall	5,200	Costa	2,200	Legal & Gen	3,300
Adyall	5,200	Costa	2,200	Legal & Gen	3,300
Adyall	5,200	Costa	2,200	Legal & Gen	3,300
Adyall	5,200	Costa	2,200	Legal & Gen	3,300

## MAJOR INDICES

Index	Value	Index	Value	Index	Value
FTSE 100	2378.3	FTSE 250	1053.6	FTSE 100	2378.3
FTSE 100	2378.3	FTSE 250	1053.6	FTSE 100	2378.3
FTSE 100	2378.3	FTSE 250	1053.6	FTSE 100	2378.3
FTSE 100	2378.3	FTSE 250	1053.6	FTSE 100	2378.3
FTSE 100	2378.3	FTSE 250	1053.6	FTSE 100	2378.3

## LONDON FINANCIAL FUTURES

Contract	Open	High	Low	Close
FTSE 100	2378.3	2428.0	2355.0	2389.0
FTSE 100	2378.3	2428.0	2355.0	2389.0
FTSE 100	2378.3	2428.0	2355.0	2389.0
FTSE 100	2378.3	2428.0	2355.0	2389.0
FTSE 100	2378.3	2428.0	2355.0	2389.0

## COMMODITIES

Commodity	Price	Commodity	Price	Commodity	Price
Crude Oil	20.40	Crude Oil	20.40	Crude Oil	20.40
Crude Oil	20.40	Crude Oil	20.40	Crude Oil	20.40
Crude Oil	20.40	Crude Oil	20.40	Crude Oil	20.40
Crude Oil	20.40	Crude Oil	20.40	Crude Oil	20.40
Crude Oil	20.40	Crude Oil	20.40	Crude Oil	20.40

## MONEY RATES (%)

Rate	Value	Rate	Value	Rate	Value
Base Rate	12.00	Base Rate	12.00	Base Rate	12.00
Base Rate	12.00	Base Rate	12.00	Base Rate	12.00
Base Rate	12.00	Base Rate	12.00	Base Rate	12.00
Base Rate	12.00	Base Rate	12.00	Base Rate	12.00
Base Rate	12.00	Base Rate	12.00	Base Rate	12.00

## EUROPEAN MONEY DEPOSITS (%)

Deposit	Rate	Deposit	Rate	Deposit	Rate
1 month	10.00	1 month	10.00	1 month	10.00
1 month	10.00	1 month	10.00	1 month	10.00
1 month	10.00	1 month	10.00	1 month	10.00
1 month	10.00	1 month	10.00	1 month	10.00
1 month	10.00	1 month	10.00	1 month	10.00

## LIFE OPTIONS

Option	Price	Option	Price	Option	Price
Call	10.00	Call	10.00	Call	10.00
Call	10.00	Call	10.00	Call	10.00
Call	10.00	Call	10.00	Call	10.00
Call	10.00	Call	10.00	Call	10.00
Call	10.00	Call	10.00	Call	10.00

## FT-SE INDEX

Index	Value	Index	Value	Index	Value
FTSE 100	2378.3	FTSE 100	2378.3	FTSE 100	2378.3
FTSE 100	2378.3	FTSE 100	2378.3	FTSE 100	2378.3
FTSE 100	2378.3	FTSE 100	2378.3	FTSE 100	2378.3
FTSE 100	2378.3	FTSE 100	2378.3	FTSE 100	2378.3
FTSE 100	2378.3	FTSE 100	2378.3	FTSE 100	2378.3

## LONDON MEAT FUTURES

Meat	Price	Meat	Price	Meat	Price
Beef	100.00	Beef	100.00	Beef	100.00
Beef	100.00	Beef	100.00	Beef	100.00
Beef	100.00	Beef	100.00	Beef	100.00
Beef	100.00	Beef	100.00	Beef	100.00
Beef	100.00	Beef	100.00	Beef	100.00

## MEAT &amp; LIVESTOCK COMMISSION

Commodity	Price	Commodity	Price	Commodity	Price
Beef	100.00	Beef	100.00	Beef	100.00
Beef	100.00	Beef	100.00	Beef	100.00
Beef	100.00	Beef	100.00	Beef	100.00
Beef	100.00	Beef	100.00	Beef	100.00
Beef	100.00	Beef	100.00	Beef	100.00

## GOLD AND PRECIOUS METALS (Barrel &amp; Co.)

Metal	Price	Metal	Price	Metal	Price
Gold	100.00	Gold	100.00	Gold	100.00
Gold	100.00	Gold	100.00	Gold	100.00
Gold	100.00	Gold	100.00	Gold	100.00
Gold	100.00	Gold	100.00	Gold	100.00
Gold	100.00	Gold	100.00	Gold	100.00

## GOLD AND PRECIOUS METALS (Barrel &amp; Co.)

Metal	Price	Metal	Price	Metal	Price
Gold	100.00	Gold	100.00	Gold	100.00
Gold	100.00	Gold	100.00	Gold	100.00
Gold	100.00	Gold	100.00	Gold	100.00
Gold	100.00	Gold	100.00	Gold	100.00
Gold	100.00	Gold	100.00	Gold	100.00



## COMMENT

## ERM close to cracking up

There is no such thing as a free lunch. John Major may care to ponder the point after an extraordinary day in which the main engine of his economic strategy, the ERM, almost blew up in the prime minister's face. Mr Major may yet have to pay even more dearly for his reliance on a man-made structure designed to interfere if not over-ride market forces on world money exchanges. Yesterday, his pledge to take whatever action necessary to defend the pound was called in not once but twice. Not even James Callaghan and Denis Healey, whose economic policies were also found wanting by international and domestic holders of sterling, suffered the humiliation of raising base rates twice on the same day. That is damage enough, even in politics where 24 hours may appear a long time. But worse may be to come.

Whatever magic properties the ERM may have bestowed upon sterling since it joined have now disappeared entirely. The verdict of the market yesterday was that interest rates rises of even ten percentage points or more would not be sufficient to make the pound an attractive currency to hold. Despite all of the impressive looking undertakings given by Europe's central bankers to support the pound, the market sees it as an almost certain candidate for devaluation — and soon. That is the only interpretation that can arise from the complete failure of the interest rate rises to raise the pound's parity against the mark.

If the notion of a rigid exchange system has turned out to be an unmitigated failure, then this was certainly not for lack of trying. The gold standard, the Bretton Woods system and the subsequent European currency snake have all been created in the hope of having found the economic miracle cure. They all withered away when it became apparent that economies do not adjust to imposed rigidities but explode them.

The ERM, as a system of semi-fixed rates, was a much better constructed system than its precursors, allowing for a greater degree of flexibility. But the good intentions which led to ERM may in the end count for little, not because of any technical flaws in its rules, but because governments behave as if the system's theoretical flexibilities do not exist. Helmut Schlesinger, the president of the Bundesbank, may not score high in diplomacy but as an economist he was right when he suggested that the ERM lira realignment did not go far enough. The British government should have listened and accepted his genuine offer of a wider realignment including sterling. What Dr Schlesinger had not reckoned with was the vanity of politicians for whom the notion of a realignment is tantamount to personal defeat.

If the ERM was run by the Bundesbank, or other central bankers with a similar frame of mind, the system may succeed. If run by politicians such as Messrs Major and Lamont, *rigor mortis* ensues. By sticking religiously to the rules of the system, they destroy it in the process.

Despite these weaknesses, the ERM may still be without alternative as a system designed to lead towards a single European currency. But the tumultuous events of the past few days highlight the practical difficulties facing policy-makers if they think that monetary union can be implemented neatly. One need look no further than German monetary union to get a feel of the visceral forces at work in such circumstances. The introduction of the mark in the East was not carefully planned and orchestrated, it was carried out with the minimum of preparation and virtually with no consideration of its effects. There is a lesson here. If we want the single currency and if the French vote yes, then we should move towards EMU with as little delay as possible. We should dump the ERM.

## Lamont's business allies will desert unless rate rise is quickly reversed

Graham Searjeant tests the reaction of business leaders to yesterday's double blow to interest rates by the Chancellor of the Exchequer

Had there been no fixed currency values, British businessmen might have been that little bit more confident this morning than they were a month ago: inflation is near the government's target, government finances do not look quite so bad and retail sales recovered by an encouraging 0.8 per cent in August. Industrialists and retailers had already adjusted to the prospect that there would be no quick recovery but only a slow and gentle improvement. They thought they were being realistic.

Instead, the leaders of British industry yesterday found themselves tongue-tied by a mixture of horror and disbelief. As base rates went up 2 per cent, a chorus intoned the disastrous consequences for business, killing any rise in demand and promising a further leg of recession. But there was still hope — the hope that this rise would be purely temporary, assuming a French out on Sunday and a return to normality in the currency markets, and that yesterday's events would pass like a nightmare at waking.

Sir Michael Angus, president of the CBI, echoing a general mood, said: "We are in a period of great turbulence ahead of the French referendum and today's interest rate rises may be short-lived. However, it must be said that, if sustained, these rises are very bad news for British business. CBI members at their council meeting in London today supported the government's rejection of a devaluation of sterling. The current situation is not justified by the underlying competitiveness of the British economy."

Sir Clifford Chetwood, chairman of Wimpey, which is part of an industry that has been calling with increasing loudness for help from government spending measures, saw the rate rise as an opportunity to strengthen the point. He said: "For the well-being of this country, we must assume that this is an extremely short-term measure. But the uncertainty is immensely damaging to confidence. The Chancellor should instigate immediate measures to reassure the British people that the economy is stable and to introduce a programme of investment in public works and the housing sector."

As the extra 3 points were added to base rates, the fear slowly spread that some of it might stick. That thought is already starting to engender a streak of panic. There are signs that industrialists will completely rethink their support for government policy unless there is clear evidence next week that the currency storm and the pressure on sterling have abated. If not, industry might be clamouring for devaluation.

Sir Antony Pilkington, chairman



Body blow: Sir Brian Hill, of the Building Employers Confederation, said 200,000 more jobs could go

of the Pilkington glass group, heavily linked to the construction, home improvement and motor industries, is one pessimist who fears a French *non* and is already prepared to contemplate such a change of tack. Sir Antony said the ERM had acted as a straitjacket which was not tenable politically. "There has to be some shake-up of the ERM. If this happens that and we get some realignment, then it might turn out to be the catalyst that we need."

Such thoughts are already spreading at the CBI, which will question its general support for government policy and the exchange rate next week unless there are signs that currency markets were merely panicking. Signs of a rethink are not confined to those most directly affected by a rise in interest rates.

Tony Hales, chief executive of Allied-Lyons, a multinational that has been suffering from *strength* of sterling against the dollar, said: "The main impact of rising interest rates is another depressing hit to consumer confidence which we hope will be removed pretty quickly. The ideal resolution would be for the French to vote yes on Sunday, the speculators to get burnt, the ERM remain intact and interest rates to come down. There must come a point when the

price of stable exchange rates in the ERM is too high. We need to see next week out. If the price is 15 per cent interest rates over the next six months, that's the end of the ERM."

Disillusion is already complete at the Engineering Employers Federation. In what amounts to a vote of no confidence in government strategy, it said the government had been paralysed by lethargy for three months. "The government portrays itself as a victim of forces it cannot control. If this is true, and there is nothing which the Chancellor or his Treasury officials could have done to actively manage the British economy — then perhaps industry has the right to ask for how much longer we can afford the luxury of this apparently ineffective overhead."

The CBI calculates that a 5 per cent rise in interest rates would cost British industry £3.5 billion in a full year in increased interest payments. What industry really fears is a further collapse of confidence among consumers and businessmen.

Richard Brown of the The British Chambers of Commerce, said: "The immediate effect on consumer confidence will result in a deeply damaging slump in demand and a

worsening situation in the property market. Our concern is that businesses will be forced to slash their investment programmes, increase the level of redundancies, and in too many instances close, unable to meet their own debt servicing, which will in turn fuel the vicious cycle... The one certainty is that recovery will now be considerably delayed."

The worst-hit industries are those already on the floor: housing and property, construction, the motor trade and retail and capital goods.

Sir Lawrie Barratt, head of the housebuilding group, was not too fazed to take immediate action. He said the group's customers would continue to be "fully protected" against higher interest rates and that he would extend last month's offer to guarantee mortgages fixed at 8.5 per cent for three years until the end of October and double it to cover mortgages up to £100,000. Sir Lawrie said: "Housebuyers should not be penalised for the government's failed economic policies and its inability to adapt to the constraints of the ERM. There is no inflation in the housing sector: interest rates should have been reduced and, if necessary, sterling should have been devalued."

Most others in the industry were less confident of a quick reversal of

the rate rise. Sir Brian Hill, president of the Building Employers Confederation, said: "It is an absolute body blow to the industry at large and the private housebuilding sector in particular. This decision can only result in a further decline in the construction industry." The confederation fears that if 15 per cent base rates stay for more than a few days, an extra 200,000 construction workers could lose their jobs by the end of the year. An estimated 300,000 building workers will, in any case, be idle by December because of the recession.

Nigel Caldecott, director general of the National Council of Building Materials Producers (BMP), argued: "Unless this rise in interest rates is reversed in the near future, construction output in 1993 is likely to fall more sharply than the 2.5 per cent forecast by BMP in July. The longer interest rates are held at these penal levels, the deeper recession will cut into the fundamental structure of the construction industry, inhibiting its ability to meet any upturn in demand without recourse to imports."

Back in the high street, an unusually reticent Nigel Whitaker, director of the Kingfisher, exemplified resigned bewilderment. He said: "This is very frustrating and very challenging. Retailers will have to offer real value for money to the consumer. Consumer confidence is at the bottom anyway, so there might be no material effect." James May, of the Retail Consortium, said: "I hope very much that this level of increase will be short term, otherwise the retail industry and the economy will face a bleak run-up to Christmas."

Allan Nighingale, executive chairman of the Apparel, Knitting and Textile Alliance, said the move would have a crippling effect on his industry, which has been hit by the swing away from discretionary spending. He said: "It sets back any hope of recovery from recession. The rise must be reversed as soon as possible." The Federation of Small Businesses said that many small companies will go bust, taking a large number of jobs with them.

That could have the most dangerous impact of all. So many property companies are now in a state of suspended animation that high street banks are as much affected by the state of the property market as their borrowers. In a chilling commentary on the possibility of another upsurge in bad debts, IBCA, the credit-rating agency, said that unless interest rates fell back within a month it would review the credit standing of financial institutions. "In the short term, there is always the possibility that significant trading losses may occur because of this sharp and unexpected rise. However, the more significant problem is that, with the economy in deep recession, banks will be severely constrained in their ability to pass on this rise in interest rates."

British business does not think it can take interest rates above 10 per cent for more than a few weeks. Given the choice, there is little doubt that it will soon forget its backing for the DM2.95 pound and argue that the cut in inflation justifies a change of direction.

## BUSINESS LETTERS

## Coal deal and the recession

From Mr C. C. Green  
Sir, The main article in the Business Times (September 11) entitled "Coal power deal puts more pits in danger", by Patricia Tolan and Rose Tieman, neatly points to some of the reasons why we are in such a deep recession.

First, current contracts, enforced upon the generators, National Power and PowerGen, by the government, to pay a premium on world coal prices have forced up the price of electricity to the consumer.

Second, new contracts due to come into force, as from March 1993, will run for five years, and will guarantee high profits to the generators, but the generators are unlikely to pass on any benefits to the consumers i.e. lower electricity prices.

Third, coal will be imported at a cost of 40,000 to 45,000 British coal workers jobs. Why? Because it is cheaper to do so and the interests of shareholders must be looked after.

It is, sir, the last point that saddens and angers me the most, in so much that British workers are dispensable, especially so in these times, for the pursuance of profit and shareholders' appeasement.

No doubt also the various directors will award themselves another "well deserved" salary increase and the price of electricity will rise.

Whilst the country continues to be ruled by policy-makers and decision-takers whose main interests are their

## Industry must face up to its green responsibilities

From Mr Paul O'Carroll  
Sir, Your item "Business executives fail green test" (September 14) should surprise no one. As a recruitment consultant specialising in the environmental management sector, I can vouch for the fact that most British companies fall seriously behind their European and North American counterparts when it

comes to placing environmental issues on the agenda. Even those who like to see themselves as more "enlightened" are merely reacting to impending legislation.

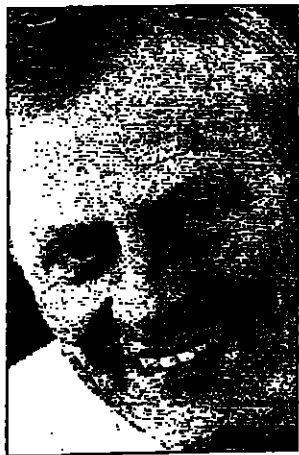
British industry must face up to its responsibilities and adopt a much more proactive approach to formulating environmental policy if it is to retain credibility and a com-

petitive edge. If, according to the survey, 33 per cent of business executives do not consider causing environmental damage to be a serious business offence, we may be in for a long wait.  
Yours faithfully,  
PAUL O'CARROLL  
ECO 2000,  
Environmental Recruitment,  
11 Harley Street, W1.

## THE TIMES CITY DIARY

## No worries for some

WOULD they have them back after yesterday? With dealing rooms in chaos and jaws dropping in disbelief, the chaps at NM Rothschild, Norman Lamont's old bank — from 1968-79 — and Standard Chartered, John Major's, were yesterday remarkably restrained in their response to the upheavals. At Standard Chartered, a senior global treasury manager said Standard Chartered had covered its positions "exceptionally well. I've been in the foreign exchange business 30 years and I've seen crises before and I'll see them again. You always have to look at risk and reward and we have not been caught out by this." A firm believer in holding down inflation, the treasury man was yesterday supportive of the prime minister's tough defence of the pound. "The only way to protect a currency's value is to intervene or raise interest rates or both. We support what the government has done." At NM Rothschild, meanwhile, where Sir Evelyn de Rothschild, the chairman, made a rare appearance on the dealing room floor to monitor its position, a spokesman explained that the said chairman had remained in regular and close contact with the Chancellor of the Exchequer — "He knows Lamont very well. Yes, they do get on well" — and that the firm's forex dealers were not too distressed. "We have a relatively small forex team, but they do not seem to be too unhappy."



Chandler: fine tuned

PESSIMISTIC City dealer as Sweden also raised interest rates yesterday — first from 75 per cent to 300 per cent, then to 500 per cent. "Only 485 per cent left to go..."

## Flat facts

Whoops. Anthony Hilton, the Evening Standard managing director, chose yesterday to launch his first facsimile version of the Standard's City news. Called City Fax, the nine-page paper was sent free to "the top 500 decision-makers in Britain" — normal charge 48p a minute — but one recipient, with a copy time-stamped 16.46, was amazed to discover that there was no mention whatsoever of even a two percentage point base rate rise, let alone five.

## Odds against

NO FOOLS they. Bookmakers at William Hill yesterday refused to put odds on Nor-

man Lamont, the Chancellor, quitting, because they thought he might step down before they could get the price out. A spokesman said: "The situation is so volatile we thought he could go before we decided what odds to offer." John Major fared better. Despite the interest rate rises, the bookmaker was offering odds of five-to-one against the prime minister resigning on or before the next Budget day.

## Brainwave

DESPITE his boyish laugh and penchant for singing Oklahoma, few would dare suggest that Sir Colin Chandler, chief executive of Vickers — known as "Young Col" to his colleagues — might consider having his head examined. Now, however, Sir Colin has voluntarily agreed to let the men in white coats take a look, in support of a £3 million City appeal for a new "snapshot" brain scanner for the National Society for Epilepsy. Sir Colin, heading the appeal, had his brain scanned last night at St Mary's Hospital, Paddington, west London, but whether the doctors found anything to explain his outbursts of song is not yet known. Those curious to discover the scan's findings will be able to ask Sir Colin tonight, when he launches the society's appeal at the Royal Horticultural Hall. As part of the appeal launch, Opera Interludes will race through four Mozart operas — with Sir Colin, no doubt, endeavouring to refrain from giving fullsome accompaniment to the performance.

CAROL LEONARD

## The CO-OPERATIVE BANK

## BASE RATE CHANGE

With effect from the close of business on Wednesday, 16th September 1992  
Co-operative Bank Base Rate changes from 10.00% p.a. to 12.00% p.a.

CO-OPERATIVE BANK PLC.  
PART OF THE CO-OPERATIVE MOVEMENT  
1 Balloon St., Manchester M60 4EE Tel: 061 832 3456

## Lloyds Bank Base Rate.

Lloyds Bank Plc has increased its Base Rate from 10.0 per cent to 12.0 per cent p.a. with effect from the close of business on Wednesday 16th September 1992.

The change in Base Rate will also be applied from the same date by Lloyds Private Banking Limited.



THE THOROUGHbred BANK.

Lloyds Bank Plc, 71 Lombard Street, London EC3P 3BS.



## Portfolio

From your Portfolio Platinum card check your daily share price movements on this page only. Add them up to give you your overall profit and check this against the daily dividend figure. If it matches you have won outright or a share of the daily prize money. If you win, follow the claim procedure on the back of your card. Always have your card available when claiming. Game rules appear on the back of your card.

No	Company	Group	Cash or Div
1	Hardy O & G	Oil, Gas	
2	Sedgwick	Insurance	
3	Woodside	Oil, Gas	
4	Praxair	Chemical	
5	Petrol	Electrical	
6	Wellcom	Mining	
7	ADT	Industrial	
8	Wolsey	Industrial	
9	Eurotunnel	Transport	
10	Carlson Conn	Leisure	
11	FS Cons	Mining	
12	AS Elect	Electrical	
13	Rank Org	Industrial	
14	Jardine Math	Industrial	
15	FRU	Electrical	
16	Cable Pst	Telecom	
17	Coats	Textile	
18	HK Land	Property	
19	Reasers	Industrial	
20	Stable	Hotel/Cat	
21	London Elec	Electricity	
22	Inchcape	Industrial	
23	BPP	Newspaper/Pub	
24	Siebe	Industrial	
25	Multimedia	Electrical	
26	Bladland	Building/Rd	
27	Glendard	Mining	
28	Fleets	Industrial	
29	Nat Air Bst	Banking/Fin	
30	LOW	Industrial	
31	Takara	Industrial	
32	Minicore	Mining	
33	E Rand Gold	Mining	
34	IMI	Industrial	
35	Heritage	Drumery/Str	
36	Bowater	Industrial	
37	Drefenest	Mining	
38	Randfontein	Mining	
39	MAI	Financial Trust	
40	Harmony	Mining	
41	St Helens	Mining	
42	Johnson Math	Industrial	
43	Cable Wireless	Telecom	
44	Br Petroleum	Oil, Gas	

Please take into account any minus signs

Weekly Dividend						
Please make a note of your daily gains for the weekly dividend of £4,000 in Saturday's newspaper.						
MON	TUE	WED	THU	FRI	SAT	Weekly

The £2,000 Portfolio Platinum prize was won yesterday by Mr G Wynne Owens, of Sevenoaks, Kent.

High Low Company Price Price % Net Yld % P/E

## BANKS, DISCOUNT, HP

No	Company	Price	%	Net Yld	%	P/E
101	ABN AMRO	262	-1	6.5	5.3	9.0
102	ABN AMRO	262	-1	6.5	5.3	9.0
103	ABN AMRO	262	-1	6.5	5.3	9.0
104	ABN AMRO	262	-1	6.5	5.3	9.0
105	ABN AMRO	262	-1	6.5	5.3	9.0
106	ABN AMRO	262	-1	6.5	5.3	9.0
107	ABN AMRO	262	-1	6.5	5.3	9.0
108	ABN AMRO	262	-1	6.5	5.3	9.0
109	ABN AMRO	262	-1	6.5	5.3	9.0
110	ABN AMRO	262	-1	6.5	5.3	9.0

## BREWERIES

No	Company	Price	%	Net Yld	%	P/E
201	Adnams	100	-1	6.5	5.3	9.0
202	Adnams	100	-1	6.5	5.3	9.0
203	Adnams	100	-1	6.5	5.3	9.0
204	Adnams	100	-1	6.5	5.3	9.0
205	Adnams	100	-1	6.5	5.3	9.0
206	Adnams	100	-1	6.5	5.3	9.0
207	Adnams	100	-1	6.5	5.3	9.0
208	Adnams	100	-1	6.5	5.3	9.0
209	Adnams	100	-1	6.5	5.3	9.0
210	Adnams	100	-1	6.5	5.3	9.0

## BUILDING, ROADS

No	Company	Price	%	Net Yld	%	P/E
301	Abey	50	-1	6.5	5.3	9.0
302	Abey	50	-1	6.5	5.3	9.0
303	Abey	50	-1	6.5	5.3	9.0
304	Abey	50	-1	6.5	5.3	9.0
305	Abey	50	-1	6.5	5.3	9.0
306	Abey	50	-1	6.5	5.3	9.0
307	Abey	50	-1	6.5	5.3	9.0
308	Abey	50	-1	6.5	5.3	9.0
309	Abey	50	-1	6.5	5.3	9.0
310	Abey	50	-1	6.5	5.3	9.0

## High Low Company Price Price % Net Yld % P/E

No	Company	Price	%	Net Yld	%	P/E
401	ABN AMRO	262	-1	6.5	5.3	9.0
402	ABN AMRO	262	-1	6.5	5.3	9.0
403	ABN AMRO	262	-1	6.5	5.3	9.0
404	ABN AMRO	262	-1	6.5	5.3	9.0
405	ABN AMRO	262	-1	6.5	5.3	9.0
406	ABN AMRO	262	-1	6.5	5.3	9.0
407	ABN AMRO	262	-1	6.5	5.3	9.0
408	ABN AMRO	262	-1	6.5	5.3	9.0
409	ABN AMRO	262	-1	6.5	5.3	9.0
410	ABN AMRO	262	-1	6.5	5.3	9.0

## CHEMICALS, PLASTICS

No	Company	Price	%	Net Yld	%	P/E
501	ABN AMRO	262	-1	6.5	5.3	9.0
502	ABN AMRO	262	-1	6.5	5.3	9.0
503	ABN AMRO	262	-1	6.5	5.3	9.0
504	ABN AMRO	262	-1	6.5	5.3	9.0
505	ABN AMRO	262	-1	6.5	5.3	9.0
506	ABN AMRO	262	-1	6.5	5.3	9.0
507	ABN AMRO	262	-1	6.5	5.3	9.0
508	ABN AMRO	262	-1	6.5	5.3	9.0
509	ABN AMRO	262	-1	6.5	5.3	9.0
510	ABN AMRO	262	-1	6.5	5.3	9.0

## DRAPERY, STORES

No	Company	Price	%	Net Yld	%	P/E
601	ABN AMRO	262	-1	6.5	5.3	9.0
602	ABN AMRO	262	-1	6.5	5.3	9.0
603	ABN AMRO	262	-1	6.5	5.3	9.0
604	ABN AMRO	262	-1	6.5	5.3	9.0
605	ABN AMRO	262	-1	6.5	5.3	9.0
606	ABN AMRO	262	-1	6.5	5.3	9.0
607	ABN AMRO	262	-1	6.5	5.3	9.0
608	ABN AMRO	262	-1	6.5	5.3	9.0
609	ABN AMRO	262	-1	6.5	5.3	9.0
610	ABN AMRO	262	-1	6.5	5.3	9.0

## ELECTRICS

No	Company	Price	%	Net Yld	%	P/E
701	ABN AMRO	262	-1	6.5	5.3	9.0
702	ABN AMRO	262	-1	6.5	5.3	9.0
703	ABN AMRO	262	-1	6.5	5.3	9.0
704	ABN AMRO	262	-1	6.5	5.3	9.0
705	ABN AMRO	262	-1	6.5	5.3	9.0
706	ABN AMRO	262	-1	6.5	5.3	9.0
707	ABN AMRO	262	-1	6.5	5.3	9.0
708	ABN AMRO	262	-1	6.5	5.3	9.0
709	ABN AMRO	262	-1	6.5	5.3	9.0
710	ABN AMRO	262	-1	6.5	5.3	9.0

## HOTELS, CATERERS

No	Company	Price	%	Net Yld	%	P/E
801	ABN AMRO	262	-1	6.5	5.3	9.0
802	ABN AMRO	262	-1	6.5	5.3	9.0
803	ABN AMRO	262	-1	6.5	5.3	9.0
804	ABN AMRO	262	-1	6.5	5.3	9.0
805	ABN AMRO	262	-1	6.5	5.3	9.0
806	ABN AMRO	262	-1	6.5	5.3	9.0
807	ABN AMRO	262	-1	6.5	5.3	9.0
808	ABN AMRO	262	-1	6.5	5.3	9.0
809	ABN AMRO	262	-1	6.5	5.3	9.0
810	ABN AMRO	262	-1	6.5	5.3	9.0

## INDUSTRIALS

No	Company	Price	%	Net Yld	%	P/E
901	ABN AMRO	262	-1	6.5	5.3	9.0
902	ABN AMRO	262	-1	6.5	5.3	9.0
903	ABN AMRO	262	-1	6.5	5.3	9.0
904	ABN AMRO	262	-1	6.5	5.3	9.0
905	ABN AMRO	262	-1	6.5	5.3	9.0
906	ABN AMRO	262	-1	6.5	5.3	9.0
907	ABN AMRO	262	-1	6.5	5.3	9.0
908	ABN AMRO	262	-1	6.5	5.3	9.0
909	ABN AMRO	262	-1	6.5	5.3	9.0
910	ABN AMRO	262	-1	6.5	5.3	9.0

## Strong late rally

ACCOUNT DAYS: Dealings began September 7. Dealings end September 18. Contango September 21. Settlement day September 28. Forward margins are permitted on two previous business days. Prices recorded are at market close. Changes are calculated on the previous day's close, but adjustments are made when a stock is ex-dividend. Changes, yields and price/earnings ratios are based on middle prices.

## High Low Company Price Price % Net Yld % P/E

No	Company	Price	%	Net Yld	%	P/E
101	ABN AMRO	262	-1	6.5	5.3	9.0
102	ABN AMRO	262	-1	6.5	5.3	9.0
103	ABN AMRO	262	-1	6.5	5.3	9.0
104	ABN AMRO	262	-1	6.5	5.3	9.0
105	ABN AMRO	262	-1	6.5	5.3	9.0
106	ABN AMRO	262	-1	6.5	5.3	9.0
107	ABN AMRO	262	-1	6.5	5.3	9.0
108	ABN AMRO	262	-1	6.5	5.3	9.0
109	ABN AMRO	262	-1	6.5	5.3	9.0
110	ABN AMRO	262	-1	6.5	5.3	9.0

## ELECTRICITY

No	Company	Price	%	Net Yld	%	P/E
1201	ABN AMRO	262	-1	6.5	5.3	9.0
1202	ABN AMRO	262	-1	6.5	5.3	9.0
1203	ABN AMRO	262	-1	6.5	5.3	9.0
1204	ABN AMRO	262	-1	6.5	5.3	9.0
1205	ABN AMRO	262	-1	6.5	5.3	9.0
1206	ABN AMRO	262	-1	6.5	5.3	9.0
1207	ABN AMRO	262	-1	6.5	5.3	9.0
1208	ABN AMRO	262	-1	6.5	5.3	9.0
1209	ABN AMRO	262	-1	6.5	5.3	9.0
1210	ABN AMRO	262	-1	6.5	5.3	9.0

## FINANCE, LAND

No	Company	Price	%	Net Yld	%	P/E
1301	ABN AMRO	262	-1	6.5	5.3	9.0
1302	ABN AMRO	262	-1	6.5	5.3	9.0
1303	ABN AMRO	262	-1	6.5	5.3	9.0
1304	ABN AMRO	262	-1	6.5	5.3	9.0
1305	ABN AMRO	262	-1	6.5	5.3	9.0
1306	ABN AMRO	262	-1	6.5	5.3	9.0
1307	ABN AMRO	262	-1	6.5	5.3	9.0
1308	ABN AMRO	262	-1	6.5	5.3	9.0
1309	ABN AMRO	262	-1	6.5	5.3	9.0
1310	ABN AMRO	262	-1	6.5	5.3	9.0

## FINANCIAL TRUSTS

No	Company	Price	%	Net Yld	%	P/E
1401	ABN AMRO	262	-1	6.5	5.3	9.0
1402	ABN AMRO	262	-1	6.5	5.3	9.0
1403	ABN AMRO	262	-1	6.5	5.3	9.0
1404	ABN AMRO	262	-1	6.5	5.3	9.0
1405	ABN AMRO	262	-1	6.5	5.3	9.0
1406	ABN AMRO	262	-1	6.5	5.3	9.0
1407	ABN AMRO	262	-1	6.5	5.3	9.0
1408	ABN AMRO	262	-1	6.5	5.3	9.0
1409	ABN AMRO	262	-1	6.5	5.3	9.0
1410	ABN AMRO	262	-1	6.5	5.3	9.0

## FOODS

49	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
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# ACCOUNTANCY TIMES

## KPMG trimming its sails for challenge of changing Europe

By EDWARD FENNELL

KLINGFIELD Peat Marwick Coedeler is big. Measured by fee income of \$6 billion in 1990-91, which will rise when the accounts are drawn up for the year to end-September, KPMG is the biggest accountancy firm in the world and a substantial multinational business. Unlike most big multi-nationals and even a few accountancy firms, however, it is a federation rather than a centrally run organisation. That helps explain why more than 300 partners from almost 70 countries hit town this week for an international partners' conference likely to cost about £1 million.

This the first annual conference to be held in London since KPMG was created in 1986 by the merger of the Anglo-Saxon Peat Marwick and the European-orientated KMG Thomson McLinck. Based at the Hilton and occupying a large part of the hotel accommodation along Park Lane, the KPMG partners are reaching the end of four days of hard talking in formal sessions, meetings of key partners and workshop sessions on topics such as pricing and handling multinational clients.

Jim Butler, the London-based chairman of KPMG International, said: "The

theme of the conference is renaissance Europe. One of the reasons we are holding it here in London this week is to coincide with the UK's presidency of the European Community."

Unfortunately, the prospects for Europe have dimmed since the venue and the theme were set, but Mr Butler rejected the idea that the present uncertainties were casting a shadow over the conference.

"It's not quite the triumphal progress to unity that perhaps we had expected, but whatever the outcome of Maastricht, the European market and our need to service it will go on."

KPMG offers a model that the world's politicians might like to imitate. The firm is the most European of the big six and is formally headquartered in Amsterdam. Within Europe, where KPMG is strongly represented in the main countries, there is close co-operation across borders but the relationships are based on what Mr Butler calls "strong national firms".

He said: "Full co-operation between the KPMG firms in Europe is essential. Tax, M&A and management consultancy, for example, are marketed on a pan-European basis. But to suggest any kind of fusion between the various national



Renaissance man: Jim Butler sees new horizons for KPMG

firms would be unrealistic."

These are not easy times for the big firms of accountants. Having expanded on the bubble of eighties exuberance, they are struggling to adapt to the recession and the trail of damage left in its wake.

Litigation anxieties are not far from the minds of Mr Butler and his colleagues on the executive committee. They are keen that a better under-

standing be fostered in the business community of the limits of their responsibilities.

There is also a possibility of eventual mandatory separation in the European community of accountancy and consultancy functions. Mr Butler argued: "Really it is not a deeply serious concern, at least in the foreseeable future — if it were we would hardly be meeting in London with the

agenda we have". Among the most important long-term issues being discussed this week are how to continue the international expansion of the firm. Poland, Czechoslovakia and Hungary have been areas of considerable success, but there is a distinct wariness about a significant investment elsewhere in eastern Europe. "Instead the balance of new investment will turn towards Asia and the Pacific rim," Mr Butler said.

He foresees no more mega mergers between the leading firms, though he still does not dismiss the possibility of the Arthur Andersen consultants being "spun off", leaving the accountants free to resume merger negotiations with Price Waterhouse. KPMG worldwide is now trying to emphasise quality rather than size. As a result, partners are being advised to think carefully before taking on new clients.

"We have to be very hard-headed these days about risk management," Mr Butler said. "It will be one of the primary areas of our work-shops discussions."

### Bushell expelled

FRED BUSHELL, a former Group Lotus chairman who was jailed for three years and fined £2.25 million in June for the De Lorean fraud, has now suffered the ultimate humiliation — expulsion from the ICAEW and £250 costs.

JON ASHWORTH

### New horizons for ACCA

ACCA, famed for its nice little earner in Hong Kong, where it has 4,000 members and 14,000 students, has found a new and limitless market — the People's Republic. David Wu Wei Jun, 26, from Peking, has passed his final examinations to become China's first certified accountant. A further 125 are already on ACCA's training programme, about 100 working in Peking.

Shanghai and Canton. Mr Jun, one of the first selected for the programme in 1989, started with an advantage: he was teaching accounting at Peking's University of International Business and Economics at the time. Ironically, he is now training with chartered accountants Price Waterhouse in Hong Kong.

### High-rise cash

MINDFUL of the need to keep up good relations with its neighbours, Price Waterhouse

has added £100 to the £105,000 or so raised for Guy's Hospital during the 330ft abseil down Southwark Towers earlier in the summer. It came from a balloon race started at the firm's annual summer party for the media on July 1. Star of the evening was Michael Bishop, partner in charge of executive and benefit services, whose balloon was eventually found 25 miles east of Orleans, central France. Meanwhile, not to be outdone, 20 Eton schoolboys containing jumped off the Tyne

bridge on Sunday to help research into muscular dystrophy — all part of that new high risk image.

## Recession can make small more beautiful

A RECENT survey has suggested that small and medium-sized accountancy firms are having an especially tough time. The Association of Certified Accountants, which has more than its fair share of small accounting firms in its membership, is arguing that the statutory requirement for an audit of small companies should not be abolished. Numerous firms, which are now being properly regulated for the first time, are getting out of the audit business completely. These three items would suggest that the end of the world is nigh for the lower reaches of the accounting world. This is not true. If anything the combined forces of recession and regulation have done them a good turn.

We all carry a view of the smaller end of the profession in our minds, which is not necessarily accurate. The survey, by InForm, looked at attitudes within 587 small firms and found that they are most worried about what

they always ought to be worried about — their clients.

During a recession the worries centre on the viability of clients, and their ability to remain as clients rather than as liquidations. The next in the list of worries are the ones you would expect in any business — cash flow and staff overheads, followed by productivity and property overheads. Only at this point do some specifically accounting worries come to light. Seventh and eighth on the list come pressure on fees and audit and other regulations. Times are hard but, on the basis of the survey, small accounting firms are far from running in panic-stricken circles. They seem to have adapted to the length of the recession in a rather more business-like way than many of their big brothers. There is no evidence that the larger firms have coped with property overheads, for example, any better than most small firms.



ROBERT BRUCE

The second problem is that of the small audit. Last week's conference of the Association of Certified Accountants heard a stirring defence of the value of retaining the statutory audit for small companies from David Bishop, their vociferous president, who paradoxically is a partner with KPMG Peat Marwick. In some ways, the defence of the small audit by whoever is president of the Association is a ritual. The assumption is that the membership and livelihood is based on doing the audits of small companies. This is not strictly true. More members of the English Institute of Chartered Accountants do small audit work than Certified accoun-

ants. In any case, the Inland Revenue will always insist on some sort of independent evaluation of accounts, whether statutory audit is abandoned or not.

The third point is that of regulation and the disappearance from the audit scene of many small firms. This, too, might be seen as a further blow to the livelihoods of salt-of-the-earth accountants. Certainly, it is being used as an excuse for fee levels. The London district society asked the English ICA, its parent body, for a booklet to be produced that they could pass on to clients to explain how a government-enforced regulatory system was adding to the average small practitioner's costs. The institute was not convinced of the demand for such a booklet, but it is trying hard to be responsive to members' needs and duly produced one. So far, it has shifted an amazing 60,000 copies.

The regulatory regime has been undoubtedly forcing practitioners out of business at a time when a recession was already making life hard. But these three factors are actually improving the lot of the small firms of accountants. They are adapting their own methods to survival, retrenchment and a clearer focus on what their clients want.

The argument over the small audit has shown many small firms how the value of such an exercise to a client is not the rubber stamp of the statutory certification but more the efforts that the firm can make in non-audit based assistance.

The pressure of regulation has meant that the firms have been faced with a choice — either to start doing things properly in a way they rarely did before, or give up the statutory-based work. The popular view was that many of the smaller firms derived a relatively large chunk of their income from audit. It was supposed to be only the very large firms that were managing to reduce their dependence on audit to a figure of 40 per cent or so of total fees. But if you talk to a few of the small firms that are succeeding, you find they too are increasing their percentage of non-audit work in a similar way. Tough though it may be, the recession is doing good things to the smaller end of the accounting market. The firms are going back to basics and pulling in clients by the quality of their business advice. The blinkered auditor is being forced out of business and what the Scots call 'the man o'business' is doing very well. The author is the Associate Editor of Accountancy Age.

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Andy Martin examines the enduring appeal of ice dancing's Torvill and Dean

## Magic that makes a public romance

Unlike Anthony and Cleopatra, Dido and Aeneas and Burton and Taylor, Torvill and Dean are a great romantic duo fated never to split up. They are handcuffed together more effectively than by any marriage vows.

"We can't afford to change partners," Christopher Dean said. "It would take years to adjust to someone new."

In reality, they are hitched to other people. "But we spend far more time together than any normal married couple," Jayne Torvill added. "Rehearsing, performing, living out of the same suitcase."

Like Morecambe and Wise, Jack and Jill and ham and eggs, they are indissolubly wedded in the collective psyche. But how is it that two English people, with not a trace of hot Latin blood between them, almost ordinary were it not for their semi-miraculous ability on skates, come to embody, at the end of the twentieth century, our idea of starry-eyed romance?

"It's a mystery," said one. "Perhaps it's something to do with the media," said the other.

Whereas many international sports stars blame journalists for putting them down and planning skeletons in their cupboards, Torvill and Dean remain modest enough to attribute their success to hype and global gullibility.

I was sceptical. In this case at least, the media only registered rather than raised the temperature of public emotion. In search of a more convincing explanation, I joined the throng at the G-Mex in Manchester, an ex-Victorian railway station, now a sports arena, where *The Best of Torvill and Dean* has been running prior to opening at Wembley Arena today.

Sitting next to me was Jane McIntyre, one of the producers who is also a genuine fan. She never misses a performance. "Put your notebook down," she urged me. "You might miss something."

We were so close to the action, we were showered with ice on some of the tighter turns. "Look, look! It's all in the way they gaze into each other's eyes."

Yet there had to be more to it than mere eye-contact. Here



Ever the happy couple: away from the ice and the public gaze, Torvill and Dean can still relax before returning to the spotlight

were a couple who were not even going steady, who took their clothes off only to whip on another glittering costume, and moreover did their caving on ice rather than, say, the beach or on horseback, with orgasmic waves or galloping hooves for soundtrack, and yet somehow managed to symbolise the publicly acceptable face of the erotic.

They started off with one great advantage. Like D. H. Lawrence, they both come from Nottingham. So there was bound to be an element of *Lady Chatterley's Lover* and *Women in Love* in Bolero.

On the other hand, not everyone from Nottingham goes on to overwhelming victory in Olympic ice dancing.

Sometimes, I pity the poor devils who win gold medals, particularly with perfect scores. With a full hand of ten-out-of-tens, all that's left is to repeat yourself or deteriorate. "After we won, every door was

open to us," Torvill said. But they all led towards the professional skating circuit and slots in existing shows which would simply recycle their past routines.

It was during a sabbatical in Australia, where they came under the influence of Graham Murphy, a choreographer with the Sydney Dance Company, that they decided to move sideways out of the sporting arena into pure show

business. The shift was at once liberating and traumatic.

"There were no more rules and regulations; we had to make all our own choices," Dean said. "Before, we knew we had 4½ minutes to fill, with maybe only four different routines a year. After, it was more like four a night, day in, day out."

For their present show, Torvill and Dean have

teamed up with the Ukrainian Ice Spectacular, an ensemble that can summon up, with equal facility, such diverse utopias as a pre-communist Russian village at Christmas, full of jolly serfs and benevolent aristocrats (Torvill and Dean), Scheherazade-type Oriental harems (visited by Robin Cousins the raunchy solo operator), and comical West-hoe-dances.

It was the Unified Team which gave me the decisive clue, when I recognised the same memorable faces and bodies popping up disguised in fur hats or cloth caps, silk bodices or check shirts. In the same way, as I watched the perfectly-synchronous Torvill and Dean performing their superficially-varied dances — Echoes of Ireland, Oscar Tango, Stormy Weather — it struck me that the thousand-and-one manoeuvres and lifts and passes of their choreography boiled down, essentially

to just two recurrent moves.

In *Beyond the Pleasure Principle*, Freud describes his grandson dangling a doll over the edge of his pram and then reeling it back in, exclaiming alternately *fort!* (gone away) and *da!* (here). The child, according to Freud, is enacting the fundamental drama of loss and recovery, separation from and return to *womb* and *mother*. So, similarly, when Christopher Dean lets Jayne Torvill slip through his arms and then hauls her back in again, they are playing the *fort-da* game, repeating the same dialectic of rupture and reconciliation.

The reason why we love Torvill and Dean is because they skate out our deepest fears and desires, of losing someone and getting him or her back again. And through it all they somehow manage to stay on their feet.

## SPORTS LETTERS

### Machine superior to man

From Mr Jeff Uren

Sir, Motor racing drivers always start out on their chosen sport pleading, even begging, for opportunity to prove themselves. Each believes in himself, not always rightly, and pledges loyalty and eternal gratitude for the chance to inflate his ego.

Once they get anywhere near to being successful, who or whatever it may be due to, their whole outlook changes.

I have followed Nigel Mansell's career and cringed at his eternal whingeing. I accept that he is a brilliant driver, but as an Englishman, I am embarrassed and ashamed at the way he conducts himself once out of the car.

It is regrettable that for 12 months or so he must carry the mantle of world champion. It will be a relief that he is not to be seen in Formula One. Should he race in the United States next year, they may suffer him more willingly.

I hope that in years to come he will reflect that he had the good fortune to drive the very best car in 1992, one in which many men would surely have become champion, and thank

Frank Williams's genius as an organiser for having made it possible.

Yours faithfully,  
JEFF UREN,  
Kenton,  
Stapledon Lane,  
Ashburton,  
Devon.

From Mr Adrian Brodtkin

Sir, The Williams-Mansell saga only seems to highlight the fact that, sadly, the era when man rather than machine was a significant factor in determining the outcome of a grand prix has long since gone and this is underlined by Ayrton Senna's recent statement that, unless he can drive a Williams in the world championship next year, he prefers not to drive at all.

Adding to this "Noah's Ark" nature of many grand prix grids — when team-mates in similar cars set almost identical practice times — it is difficult to conclude that, in the modern era, Formula One drivers are indeed the replaceable light bulbs they were once described as some years ago.

Yours faithfully,  
ADRIAN BRODKIN,  
93 Kingsley Way, N2.

### No easy solution

From the Secretary of Queens Park Rangers

Sir, In response to Mr John Monday's letter (September 10), I admit that the crowd for the Arsenal match exceeded expectations, which is why our box office staff informed him that he should have no difficulty in gaining entry to the terraces.

If the match had been made all-ticket, no tickets would have been for sale on the day. However, such a decision needs to be made approximately six weeks in advance, if for no other reason than to ensure that fans are fully aware of it. The last time we had an all-ticket match was last season, against Leeds United, who were chasing the championship at the time and we were on an excellent run.

The attendance that evening was 16,641 and there were several hundred outside the ground who were refused

entry as they had not purchased a ticket in advance — not our ruling, but one laid down by the various authorities.

I do not deny what Mr Monday might have been told when he rang our general enquiries after the match, but I can assure him that our box office had not deliberately been selling tickets to touts for "the last two days". The problem of touts is one which I could explain in more detail, but it would probably take several pages to do so. Suffice it to say that they have been known to send young children and senior citizens into the box office to buy six tickets (for a small reward), and one can begin to imagine the problems faced by the box office staff.

The problems experienced that evening by supporters who were unable to gain entry is not one that the club enjoys, but there is really no easy solution.

I would like to add that, although our official capacity

### Accommodation in Barcelona was limited

From the Chairman of Sportsworld Group

Sir, Mr Peter Wakeham (Sports Letters, September 10) claims to represent over 100 dissatisfied fans following their exhausting visit to the Olympic Games in Barcelona.

Our company sympathises greatly with some of the feelings he expresses and we entirely agree with his criticism of the conditions whereby the general public, the committed fans, even the parents of competitors, were obliged to stay up to 60 miles from central Barcelona due to the impossibility of obtaining, in any volume, reasonably priced accommodation within the city.

This situation was not of our making but largely the inescapable consequence of awarding the Games to a city with insufficient accommodation. We, as the official agency of the British Olympic Association, were given the task of making the very best of a particularly difficult assignment.

Nonetheless, despite Mr Wakeham's undoubted good intentions, it is clear that he knows little about the complexities of contracting accom-

modation and essential services at major events. For the record, and in the interests of accuracy, I would point out:

1. No one was required to pay final balances until after accommodation details were advised, commencing early April 1992.

2. We paid substantially higher than normal rates for accommodation which was sourced from other tour operators (but still considerably lower than rooms purchased directly from hotels), hence our tour prices bore little resemblance to those in summer holiday brochures, and even less to last-minute discounted offers.

3. Mr Wakeham refers to distance, discoes and revelry in the hotel accommodation contracted. The inference is that something quieter, and closer to Barcelona, was readily available, but somehow overlooked by us. As anyone who knows anything about the Spanish tourism industry will tell you, the hotels of the

Barcelona Costas exist predominantly to cater for the holiday market. We have never claimed anything else.

In addition to our annoyance about our enforced isolation from Barcelona, we could add our total disgust with the near-failure of the much vaunted Spanish public railway system, for therein, we believe, lies the root of many of the problems.

We will gladly assist in any enquiry that the BOA may hold. We know there were problems and our company has no wish to avoid the responsibility it should bear.

We are as keen as anyone to ensure that Olympic spectators get a better deal and will continue to apply pressure to the appropriate authorities in pursuit of this objective.

Yours sincerely,  
MICHAEL NORRIS,  
Chairman,  
Sportsworld Group plc,  
New Abbey Court,  
Stret Street,  
Abingdon, Oxfordshire.

### Gower's fate

From Mr W. C. Weston

Sir, If David Gower had, in every innings, conscientiously applied all his abundant talent for the sake of the team and had at all times wholeheartedly supported its leadership and led by example off the field, it is doubtful if he would have been dropped.

The question of his recall would not then have arisen. Yours faithfully,  
W. C. WESTON,  
17 Tibberton,  
Newport, Shropshire.

From Mr Peter Horsey

Sir, As Mr Jason Cowley so rightly said in his letter (September 10), the fate of David Gower reached a new and disturbing level of injustice.

The England selectors have never failed to surprise with their inconsistency, and I never understood the treatment handed out to such talented cricketers as Tom Graveney, John Snow and John Murray. Gower's omission, however, breaks new ground.

I wonder how someone with the background and credentials of Ted Dexter can ever look an interviewer or a camera in the face again. He and

his fellow selectors have given young people in the UK an abject lesson in loyalty, sportsmanship and moral values. And Keith Fletcher should know better than to insult our intelligence with his excuse about the possibility of losing three senior batsmen. England have a long tradition of recalling and depending on "elderly" batsmen.

There is little to choose in talent between Gating and Gower, but in political awareness, morality and loyalty, they are worlds apart.

Yours faithfully,  
PETER HORSEY,  
94 rue Nollet,  
Paris 17, France.

### In the pink

From Mr J. R. Kelly

Sir, According to *Life & Times* (September 14): "Pink is not a colour usually associated with football... It is surely not a colour for real men."

In 1885, when Luton Town FC was founded, players wore pink strips with blue trim. The kit was officially described as "ochre and blue", but there was no mistaking its pinkish hue. It was topped off

### Ambivalent attitudes

From Mr Ron Tennant

Sir, So jobs for the boys are OK if they are qualified for them, the President of the Rugby Football Union was quoted as saying at the launch of the *Rothmans Rugby Union Yearbook* last week.

Now we know it is apparently within amateur principles to be offered a post as a land economist or investment solicitor, provided the promotional aspect is not mentioned.

I have long sought a definition of material reward in rugby, but this latest expression is just another example of the ambivalent attitude of the RFU that has contributed so much to the present thinly disguised professionalism of senior rugby.

Surely an offer of a job which leads to a change of club is a simple inducement, whether the aspiring player stays within his job qualifications or not. If a person is materialistic enough to consider such an offer, then he is hardly likely to move for less reward.

It seems to me, and an increasing number of unqualified administrators and players, that a better rewarded job is straightforward material reward. At least the southern hemisphere is fairly open about it.

Is it surprising that players fancy cars when they see the senior administrators riding about in brand new ones that they do not own? We need some clarification at the top and maybe we will see a bit of honesty lower down.

Yours sincerely,  
RON TENNANT,  
57 Boveney Road, SE23.

### With a rather fetching pink cap

I would suggest that in 1885, days of wooden-toed boots and leather, nailed-on studs, the players were far more likely to be real men than today's pampered superstars.

Yours faithfully,  
J. R. KELLY,  
43 Hewitt Grove,  
Wincham,  
Northwich,  
Cheshire.

## RACING

### Jo N Jack 'coup' investigations spread to London

By A SPECIAL CORRESPONDENT

POLICE are investigating bets placed in London betting offices on the alleged "coup" horse Jo N Jack.

Originally it was a string of bets struck in the Yorkshire area on the 33-1 Lingfield winner which aroused controversy. However, Bradford-based detectives said yesterday that they are also looking at "a small nucleus of bets placed in smart London betting offices".

It is alleged that Jo N Jack, a horse with little previous form, landed an £85,000 gamble when romping home in a selling race nine days ago.

The Betting Office Licenses Association (BOLA) claimed there were unusual betting patterns on the race and advised its members to withhold payment of winning bets.

Det Chief Insp Raymond Falconer, who is heading the enquiry, said: "I am keen to speak to anyone who placed any of these winning bets."

"I stress that at this stage we are looking at whether a criminal offence has been committed or not."

"The investigation is at an early stage and it may turn out that this was nothing more

than a genuine 'betting coup' and no offence has been committed."

Trainer Roger Ingram has already been cleared by the Jockey Club of any wrongdoing regarding the running of the horse.

Meanwhile, the horse at the centre of the controversy returns to action today in the Sandeford Gravel Handicap at Beverley.

Ingram, saddling runners at Sandown yesterday, said: "In my view Jo N Jack has a good winning chance at Beverley. He's well handicapped. I will have £20 on him, the same amount I have on all my runners. All this fuss over the Lingfield race is rubbish."

BOLA, despite great criticism, is continuing to advise its members not to pay out on winning bets until police investigations are completed.

Frank Dixon, secretary of BOLA, said: "We will continue to monitor the situation and wait to see what the police produce. We are advising non-payment, but if an individual bookmaker feels he has taken a bet from one of his regular clients, he may feel he would rather pay out."

### Punter pays 1984 cash

AN OVERPAID punter with a conscience has paid up — eight years late. He returned £50 anonymously to bookmakers William Hill.

"We received a letter postmarked London SE, containing two £20 notes and one £10 note," Graham Sharpe, spokesman for William Hill, said yesterday.

"There was a note explaining that in 1984 this customer had received £49 too much from us in a Chelsea branch where he had placed a yankee

bet with us. It had weighed on his conscience and now he decided to repay the money."

Punters yesterday were pinning their faith in John Gosden to land three big betting races. Mashaallah was all the rage for a Saturday's Irish St Leger and is now 7-2 favourite (from 4-1).

Brier Creek was up to 7-1 favourite (from 8-1) for the Autumn Cup at Newbury the same day while Daru is 8-1 favourite (from 10-1) for next month's Cesarewitch.

### YESTERDAY'S RESULTS

#### Sandown Park

Going: good (good to firm places)

2.30 (6.50) 1. SHELLY'S SECRET (J Field, 13-2) 2. Anselm (J Wiggins, 11-4) 3. Gaffer's Risk (C Hawley, 12-8) 4. Anselm (J Wiggins, 11-4) 5. Gaffer's Risk (C Hawley, 12-8) 6. Anselm (J Wiggins, 11-4) 7. Gaffer's Risk (C Hawley, 12-8) 8. Anselm (J Wiggins, 11-4) 9. Gaffer's Risk (C Hawley, 12-8) 10. Anselm (J Wiggins, 11-4) 11. Gaffer's Risk (C Hawley, 12-8) 12. Anselm (J Wiggins, 11-4) 13. Gaffer's Risk (C Hawley, 12-8) 14. Anselm (J Wiggins, 11-4) 15. Gaffer's Risk (C Hawley, 12-8) 16. Anselm (J Wiggins, 11-4) 17. Gaffer's Risk (C Hawley, 12-8) 18. Anselm (J Wiggins, 11-4) 19. Gaffer's Risk (C Hawley, 12-8) 20. Anselm (J Wiggins, 11-4) 21. Gaffer's Risk (C Hawley, 12-8) 22. Anselm (J Wiggins, 11-4) 23. Gaffer's Risk (C Hawley, 12-8) 24. Anselm (J Wiggins, 11-4) 25. Gaffer's Risk (C Hawley, 12-8) 26. Anselm (J Wiggins, 11-4) 27. Gaffer's Risk (C Hawley, 12-8) 28. Anselm (J Wiggins, 11-4) 29. Gaffer's Risk (C Hawley, 12-8) 30. Anselm (J Wiggins, 11-4) 31. 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Gaffer's Risk







## Champions disrupted by old dispute

## Bath officials step down as players force confrontation

By DAVID HANDS, RUGBY CORRESPONDENT

BATH, winners last season of both the Courage Clubs Championship and the Pilkington Cup, will begin the defence of their league title on Saturday without two leading officials, after the resignation on Tuesday night of Roger Berry, the club chairman and, John Roberts, chairman of the ground committee and a former club captain and president.

Yesterday, the club released an unvarnished statement confirming the dual resignation at its management committee meeting. Both men were members of the new seven-strong executive committee, established during the summer after criticism that the administrative structure was top-heavy, and a meeting is expected next week to determine their successors.

## World Cup campaign starts early for Scots

By ALAN LORIMER

SCOTLAND have made an early start to their preparations for the World Cup sevens in April by announcing a squad of 27 players for the event.

Duncan Paterson, the Scotland team manager, stressed, however, that others could still force their way into the squad. "We are keeping an open-door policy," he said yesterday.

Gala, who won the Seikirk sevens by beating a Northampton team which had knocked out the Scotland side, are rewarded by having four players in the squad.

Scotland will play in the Dubai tournament on November 19 and 20 and in the Hong Kong sevens on March

27 and 28. Most of their training will take place in the five nations' championship. Paterson admitted that there would be extra demands on certain players, but said: "We cannot avoid this situation with such a lack of numbers in Scotland. We simply do not have enough good players."

**SQUAD:** Backs: A Appleton (London Scottish), G Armstrong (Jed-Forest), G Chalmers (Melrose), M Dods (Gala), G Forrester (Gala), C Glasgow (Paisley), J Jardine (Stirling County), K Logan (Stirling County), D Millard (London Scottish), K Milligan (Stirling County), M Morrison (Gala), A Nicol (Dundee High School), G Smail (Melrose), D Stark (Boroughmuir), G Townsend (Gala). Forwards: S Bennett (Kelso), I Carrigan (Gala), J Hay (Paisley), G Hogg (Melrose), R Johnston (Jed-Forest), I Morrison (London Scottish), B Rennie (Paisley), A Ridd (Kelso), M Scott (Edinburgh Academicals), D Turnbull (Paisley), B Watt (Edinburgh Academicals), G Weir (Melrose).

## RUGBY LEAGUE

## Salford move for Gallagher

By CHRISTOPHER IRVINE

SALFORD want to resurrect the career of John Gallagher, the former All Black full back, whose star has faded to the point of invisibility during two wretched years at Leeds.

The new willingness of Leeds to release Gallagher, 28, halfway through his four-year contract, is being pursued by Salford through talks with Alan McComb, his agent.

Given his playing limitations, and Salford's limited resources, Gallagher might have to lower substantially his sights from the £40,000 a season he receives from the Headingley club.

In spite of a significant loss on the record £500,000 deal that took him to Leeds in 1990, the club is anxious to rid itself of someone now regarded as a liability.

For Gallagher's own sake, a

move is imperative, and under the less intrusive glare of public scrutiny at the Willows, Salford, his attacking abilities might finally be allowed to develop.

Kevin Tamati, the Salford coach, has already rescued David Young, the former Welsh forward, another expensive rugby union import signed by Leeds and quickly rejected.

"We will be making a move for Gallagher," Tamati confirmed yesterday. "He was a hero in New Zealand at rugby union and there is no reason why he still can't be a big success over here in rugby league."

After a reasonably solid first season, during which he made 30 appearances and scored 13 tries, Gallagher has resided in the reserve side, making only

The balance sheet for the best club in England last season showed a deficit of nearly £5,000. Two years ago, two thirds of their coaching panel, Tom Hudson and David Robson, resigned amid accusations that the management at Bath had failed to keep up with playing developments.

The confidence of the players in their administrators was further undermined last season, when Bath lost a league point for fielding an unregistered player in their opening match. It appears that during last week's tour to Italy leading players decided to bring matters to a head by moving a vote of no confidence at Tuesday's meeting.

The club decided in 1990 that it required a paid administrator, but has yet to make a full-time appointment. That appears to hinge upon whether the sale of Bath's training ground, at Lambbridge, goes through. If the ground is bought by a supermarket chain, the club will be several million pounds better off and able to progress with development plans which have been static for some two years.

Those plans include the building of a new stand with hospitality boxes, at the south end of the Recreation Ground. Bath's problems have been exacerbated by the disappearance of £5,000 from the bar takings. The police have been asked to investigate.

Andries Truscott, the uncapped northern Transvaal hooker, has been added to the South African party which will tour France and England during October and November. Truscott, 24, takes the place vacated by his provincial colleague, Ull Schmidt, who withdrew on Tuesday because he cannot afford time away from his medical practice.



Challenger: Forsbrand is one of three men Faldo fears

## Faldo on course for European title

FROM MEL WEBB IN VERSAILLES

ANOTHER day, another Faldo story. It would long since have become unutterably boring had it not been the best player in the world who was giving us the benefit of his wisdom as he prepared for the Lancôme Trophy, which starts at St-Nom-la-Bretteche today.

If he wins this week — and he is ridiculously short odds to do so — he will become the first player to win four FGA European Tour events in succession since Severiano Ballesteros in 1986.

He also needs a top ten finish to make him the biggest winner ever in a European season. It would take either a recklessly brave or an exceptionally loopy individual to bet against his achieving either and probably both. Even by Faldo's own lofty

standards, his golf in recent times has gone into areas previously uncharted even by this most relentless seeker of golfing perfection.

And even in a tournament such as this, with only 66 players appearing in an elite field with no 36-hole cut and including two powerful imports in the persons of Ian Baker-Finch and Curtis Strange, he remains the warmest of favourites.

And yet, although he has tucked away the small matter of £565,319 from his domestic tour this year, Faldo the perfectionist will not concede that he has the order of merit won.

To him the threat to his unchallenged wonderfulness can be summed up in seven words — Anders Forsbrand, José María Olazábal, Colin

## Card of the course

Hole	Yds	Par	Hole	Yds	Par
1	456	4	10	394	4
2	399	4	11	417	4
3	207	3	12	189	3
4	432	4	13	397	4
5	375	4	14	467	4
6	451	4	15	437	4
7	153	3	16	539	5
8	508	5	17	422	4
9	393	4	18	209	3
Out 3,345 35			In 3,411 35		
Total yardage: 6,756			Par: 70		

Montgomery. "I think only Anders, Ollie and Monty can catch me now," he said. "But it will still be a matter of concentration this week. There are always a lot of outside disturbances at this tournament — the photographers seem to take pictures of everything from my back

swing to the food I put in my mouth."

"You need immense concentration to succeed here, and it's difficult to block it out altogether. This is more a fashion show than a golf tournament."

This from a man who is a walking embodiment of the gospel according to St Friggle, patron saint of golf sweaters.

To be fair, he rapidly added the rider that the Lancôme was a great tournament. "There are distractions, but that's why we're playing for so much money. We've got to educate the people. Concentration will have to be my 15th club this week," he said.

So it went on. Question and answer, talking, talking.

And then, just as the conversation was slowing down, and prompted, no doubt, by all the earlier talk of mannequin displays and the like, Faldo was asked by a diminutive and perpetually impish member of the press corps if he had ever been tempted to tread the boards himself, just as the late Sir Henry Cotton once did on the stage of the London Palladium.

Faldo smiled a quiet smile and said it had not crossed his mind. "I can't sing or dance," he said.

Those who heard him murdering "My Way" after his Muirfield triumph will forgive his modesty about the singing bit.

There can have been few public renditions of the classic ballad more deserving of modesty from its performer.

Grovelling humility might have been more in order. Don't give up the day job, Nick.

## Nomadic Davies aims high

FROM PATRICIA DAVIES IN FRASSANELLE, ITALY

OVERSEAS adventures, mainly in the United States, helped to reduce Laura Davies' effectiveness in Europe in recent years and the last time she finished No. 1 on her home circuit was in 1986. This week, in the £110,000 BMW Italian Open, which starts here, near Padua, today, she should go to No. 1 again and if she does, it will be hard for anyone to dislodge her, such is her form and confidence.

Davies, who has won twice in Europe already this season, is about £300 behind Trish Johnson on the order of merit but Johnson is not here. She is suffering from viral meningitis and is resting at home,

preparing for two of the biggest events of the year: the Westabix women's British Open at Woburn next week — in which Patty Sheehan, the US Open champion, and Dottie Mochrie, the leading money winner in the US, will play — and the Solheim Cup at Dalmahoy the week after.

Johnson, who had been feeling lethargic all season, was diagnosed in Canada last month, and felt that three tough weeks in a row would be too much for her. She has crossed the Atlantic ten times this year and has reason to feel exhausted.

Davies, whose schedule is just as demanding, thrives on it and is playing some of the

best golf of her life. She took last week off after losing to Nancy Lopez in a play-off in America, but seems to have lost none of her edge. In practice here, she hit driver, driver and was on the 18th green in two at a 550-yard hole.

The Scottish contingent, without a win this year, has been strengthened by the presence of Pam Wright and Elaine Farquharson. Wright, usually based in America, is acclimatising herself for the Solheim Cup and Farquharson, a member of the Curtis Cup team in June, is making her first appearance on tour, having turned professional.

## ATHLETICS

## Vaulters given unexpected final chance

David Powell, Athletics Correspondent, reports on rules being waived for a Briton at the world junior championships in Seoul

IF NEIL Winter bends his pole as successfully as officials have bent a rule here at the world junior championships, he may yet win the medal he has come for. Winter, one of four potential British gold medal winners, facing an ignominious exit yesterday in the qualifying round of the pole vault, was spared by an act of confusion created by the technical delegates of the International Amateur Athletic Federation (IAAF).

They decided to ignore rule 146/2 (a) which, if adhered to, would have kept Winter out of the final tomorrow.

Winter left the stadium believing he had been eliminated after managing only 4.90 metres. 60 centimetres below his best this season. Max Jones, the British team's chief coach, was left trying to contact him by telephone from the stadium, concerned that he might waste energy fretting over failure.

Only 12 athletes should be in the final but there are 15 because 11 cleared 5.00 metres or higher and four 4.90 metres. Instead of the twelfth place going to Christian Tamminga, of Holland, who made the fewest attempts at the 4.90 cut-off, as the rule directs, all four were allowed through.

None of this concerned Britain's other vaulter, Nick Buckfield, who cleared 5.10 metres to lead the qualifiers with Sergey Voronin, of the United Team. Jones remained optimistic that Winter would be none the worse for his disturbing experience when it comes to the final.

But there is no doubting Darren Campbell's confidence. After winning his second round 100 metres in no less certain fashion than he had won the first, he disappeared down the tunnel before remembering that there was a big screen outside showing replays. Juniors are not used to such luxuries.

Rushing back out, what he saw was a re-run of a performance which equalled his best 10.37sec. Only Ato Bolden, of Trinidad, ran faster, 10.29sec, but Campbell performed into a headwind. Bolden with a tailwind.

Christie himself has nominated the Sale Harrier as a man with a future. Campbell has Christie's Olympic triumph in mind.

"It has given me the confidence to come here knowing that Britain can sprint and beat the Americans," Campbell said. One favourable omen: Christie won in Barcelona in the absence of Carl Lewis, the world No. 1, and Lewis's junior counterpart, Ricky Carrigan, is not here.



Merry hard task

## TODAY'S FIXTURES

**FOOTBALL**  
PONTINS CENTRAL LEAGUE (7.0): First Division: Blackburn v Stoke, Liverpool v Sunderland, Manchester United v Wolves, Sheffield Wednesday v Tottenham, Second Division: Gillingham v Burnley (7.0).  
NEVILLE OVERTON COMBINATION: First Division: Watford v Brighton (7.30).

**CRICKET**  
RAPID CROSSTIME SECOND XI CHAMPIONSHIP: Taunton: Somerset v Essex.

**OTHER SPORT**  
BOXING: British light-middleweight: Wally Swill (Birmingham, holder) v Andy Till (Northallerton) (at Watford).  
SNOOKER: World championship qualifying rounds (Blackpool).  
SPEEDWAY: Homeless League: First Division: Ipswich v Poole (7.30). Second Division: Coventry (7.45).  
Punters of Dewsbury Trophy: Second leg: Sheffield v Long Eaton v Peterborough (7.45).  
Reserves: Middlesbrough (7.30).

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National Westminster Bank announces that with effect from 16 September 1992 its Base Rate is increased from 10.0% to 12.0% per annum.

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Frenchman expresses regret at end of prospective partnership with Mansell

## Prost denies freezing out Senna

BY NORMAN HOWELL

ALAIN Prost, the former world drivers' champion who was widely believed to have put a veto on Ayrton Senna joining him in the Williams Formula One motor racing team next season, has insisted that was not the case. "Contrary to everything that has been said, nobody is excluded," Prost said yesterday.

The Frenchman, whose antipathy towards Senna is well documented, declared that if the two drivers compete as colleagues, it would be "war from the first day" to establish supremacy. By contrast Prost made it clear that he had always been happy to drive with Mansell and said he was very upset that it had been thought he had been the prime cause for the Englishman's departure from Formula One.

"All that has been said and written is untrue. Frank's idea was to have me and Nigel in the team. Then Senna threw everything up in the air with his statements. And it saddens me to think that people felt it was my fault."

Senna, three times world champion, offered to drive for Williams "for nothing" earlier in the season, and claimed Prost had signed for Williams on the condition that he did not have to team up with the Brazilian.

Prost said that he and Mansell had agreed equal No. 1 status, technically and financially. "We had worked it all out. It was such a simple deal, now it's really complicated," he said.

Prost reiterated that he had not signed for Williams, and revealed that he had been talking for a long time with McLaren. "But Ron Dennis told me to be patient and he still does not know what engine he will have next year," he said.

The triple world champion confirmed that the final decision lay only with Williams. "It's up to Frank. And depending what he offers me I will decide. It's that simple; I'm a free man."

Prost's words seemed to contradict much of what has been written about his relationship with Williams: that he had signed as far back as February, that he had been bulldozed into the team by Renault and Elf.

Prost who has won 44 of his 184 grands prix, said he wanted a two-year contract to drive again.

Believed to be on 15 million dollars a year with Ferrari, the 1985, 1986 and 1989 world

champion took a one-year break this season after being dismissed by the Italian team. He said the Williams drivers should be known by next week, before the Portuguese grand prix.

"I wanted to race in good conditions. At this moment in time I do not know if that's the case," he said. He estimated his chances of driving for Williams at between 60 and 70 per cent, but would not say if the conditions related to who the other driver would be in 1993.

"I'm looking forward to working with Patrick Head (Williams' chief designer) and, of course, the challenge of winning with a French engine," he said. But he quickly tried to cover up his tracks by adding: "It depends on what Frank Williams offers me whether I accept."

Meanwhile Jean-Marie Balestre, 70, the former president of FISA, said yesterday that he would not run for election against his successor, Max Mosley, next month.

Balestre, who led the International Motor Sports Federation for 13 years before being toppled by the Briton last year, had said he would stand in the election if he were re-elected president of the French federation.

But, after being unanimously re-elected for the sixth time on Wednesday, Balestre said he would not stand again. "I'm not seeking re-election as president of FISA on October 7. I've met a lot of representatives from other countries and I did not feel I had enough support," he said.

Manzell has been invited to take part in the Hawaiian Super grand prix, a 100-mile event involving the world's best drivers in identically prepared cars with a \$1 million first prize.

The race, near Aloha Stadium, on January 24, should include drivers from Formula One, IndyCar, NASCAR, road racing and sprint cars, will compete on a 1.5-mile circuit.

So far Michael Schumacher, Martin Brundle and Eric Comas, all Formula One drivers, have agreed to compete, while among the others invited are Senna, Riccardo Patrese and Prost.

The first prize is second only to that on offer at the Indianapolis 500, where the 1992 winner, Al Unser Jr, won \$1.24 million. The other competitors will each get an appearance fee said to be \$35,000.



Looking ahead: Prost, who has spoken to Williams and McLaren, is still unsure who he will be driving for in 1993

## Hearts are broken by late goal

BY OUR SPORTS STAFF

SCOTLAND'S unhappy entry into European competition continued yesterday when Hearts of Midlothian joined the list of teams beaten in the first leg of first-round ties.

For 85 minutes, Hearts held on against Slavia Prague in the UEFA Cup. In front of just 4,594 spectators in the Dr Vacka stadium, they maintained a clean sheet until Vladimir Tatarschuk found his way through their defence to earn the home side a 1-0 victory. The defeat could, however, have been heavier.

Twenty-four hours earlier, Celtic's UEFA Cup campaign had opened with a 2-0 defeat by Cologne in Germany, an 82nd minute goal by

Ordenewitz leaving them with a stern task in the return leg. Although Celtic had, for long periods, looked comfortable and capable of achieving a draw, at least, they were unable to regain level terms after Jensen's first-half strike.

Hibernian, Hearts' Edinburgh neighbours, overcame the dismissal of Weir to force a draw with Anderlecht in the UEFA Cup at Easter Road thanks to a late goal by McGinlay, but they face an

uphill struggle in the return in Belgium. They also face a fine imposed by UEFA. European football's governing body, following a coin-throwing incident during the game.

The incident happened late on when Anderlecht's De Wolf was pelted with coins. De Wolf had earlier been involved in the challenge that led to Weir being sent off in the 73rd minute for his second bookable offence.

Airdrieonians' first European game ended in disappointment when they lost the home leg of their Cup-Winners' Cup tie to 1-0 to Sparta Prague.

Real Madrid, meanwhile, set off in search of their consolation prize yesterday. Beaten to both the Spanish league and cup last season, they have found themselves chasing European success in the UEFA Cup, a competition they have won twice but, nevertheless, would rather do without.

While Barcelona set about defending their European Cup and Atlético Madrid embarked on a campaign in the Cup-Winners' Cup, Real found themselves on unfamil-

iar, modest territory in Romania with a first round, first leg tie against Politehnica Timisoara. In front of a crowd of 26,000 in the May 1 stadium, they predictably earned a 1-1 draw that should open a path to the next stage of the tournament.

Atlético, who beat Real in the Spanish cup final, had a more comfortable afternoon's work. Maribor Branik became Slovenia's first entry in European competition in the Cup-Winners' Cup — ahead, by a few hours, of Olimpija Ljubljana in the European Cup and Izola in the UEFA Cup — when they played host to the Spaniards in Maribor. They were positively generous, allowing Atlético an easy 3-0 win.

In Poland, Widzew Lodz threatened to spring a surprise in the UEFA Cup when they took a 2-0 lead against the Germans, Eintracht Frankfurt, after just half an hour. However, a comeback from Frankfurt was crowned by goals from Yeboah, after 67 minutes, and Wolf, seven minutes from the end.

Panathinaikos' finest moment remains their European Cup final defeat by Ajax at Wembley 21 years ago, but they showed signs that another European challenge may be coming. A startling 6-0 defeat of Electroputere Craiova in Romania has already all but booked their place in the second round of the UEFA Cup.

Sevilla have offered about £2.5 million to Napoli for Diego Maradona, the Argentinian who is refusing to return to Naples after serving a 15-month suspension from the game.



Maradona: Spanish bid

## Short changes his mind and chooses Derby

BY LOUISE TAYLOR

CRAIG Short did the unexpected yesterday when, at the eleventh hour, he withdrew from a record transfer to Blackburn Rovers in order to sign for Derby County.

The Nottingham central defender spurned the chance to join a side near the top of the Premier League in order to move to Derby County, who are bottom of the first division.

The £2.5 million transfer makes Short, 24, Britain's joint costliest defender along with Keith Curle, of Manchester City.

Blackburn believed they had all but bought Short on Tuesday and he could have made an extra £50,000 had he stuck by his original decision to move to Ewood Park.

"It was a very difficult choice," he said. "I spent all weekend deciding what to do but I have always had my heart set on Derby since I heard about their interest in me back in May."

"It was purely a football decision and a personal one for my own happiness. League positions did not have anything to do with it."

Short was due to drive to Blackburn to watch them play Everton on Tuesday night and he said that Kenny Dalglish had left two tickets for him and his wife, Jo. "I was ready to get into the car and drive up there," he said. "But then I said to my wife that I had changed my mind again."

"As soon as I had made the final decision, I felt a lot more relaxed. I played against Derby this season and I was impressed by the way they

performed. I was also impressed with the manager."

"I am ambitious and want to play international football but the money they have spent proves Derby are ambitious. There are also a few things I want to sort out in my game."

Arthur Cox, the Derby manager, said: "You see certain things in players and I saw Craig play against Mark Hughes when he was in full flight and he did very well. He is strong and aggressive and should develop on the same lines as Mark Wright did during his time with us."

Cox has now spent £9.5 million on new players since the arrival of Lionel Pickering, the club's owner, last November. Last night, Pickering promised there was even more money available if required.

Scarborough, Short's first club, will receive ten per cent of the fee.

Robert Lee, 26, seems certain to leave Charlton Athletic by the weekend but his destination is not certain. The route the right-sided, midfield player-cum-winger is most likely to take is north, to Teesside, where Middlesbrough have tabled a £650,000 offer.

Colin Foster, the West Ham United central defender, is expected to finalise a £400,000 return to Nottingham Forest today while Steve Archibald, the former Scotland international, has left Fulham after a short trial.

Geoff Thomas, the Crystal Palace captain, has been ordered to rest after specialists discovered a trapped nerve in his back.

## Gesture could put coach in court

HARRY Redknapp, the West Ham United coach, could end up in court as a result of an allegedly abusive gesture made during his club's 5-1 first division win at Bristol City on Tuesday night (Louise Taylor writes).

Avon and Somerset police confirmed yesterday that Redknapp had been reported for alleged abusive conduct and he may receive a summons pending further enquiries.

The police acted following complaints from supporters that Redknapp made a V-sign in the direction of the crowd. Redknapp, who was interviewed by police after the game following an incident on the touchline, denied he had gestured to the crowd behind the dug-out in an abusive way and said he was only letting them know that West Ham were leading 3-1. Police are also sending a report to the Football Association.

Redknapp said yesterday: "There was no way I would ever make a gesture like that. What actually happened was that I was standing up outside the dug-out and a police officer came and told me to sit

down. "That set a few supporters off and one behind the dug-out shouted: 'You should have been killed in Italy.'"

"In retrospect, I probably should not have reacted, but I just turned around and made the sign 3-1 with my fingers, which was the score at the time. There was nothing more in it than that — and that is the honest truth."

The supporters' tasteless jibe about Italy referred to a road accident there during the 1990 World Cup in which the Bournemouth managing director, Brian Tiler, was killed and Redknapp so seriously injured that he has not yet completely recovered.

Billy Bonds, the West Ham manager, said: "Supporters had been having a go at us in the dug-out and Harry responded. But all he did was gesture that we were 3-1 up and there was no question of any obscenity."

Peter Storrer, West Ham's chief executive, said: "I have spoken to Harry and he has assured me he made no provocative gesture. Harry is an honest individual and I accept his word without reservation."

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## Hemmings in talks with Sussex

EDDIE Hemmings, 43, the former England off spinner released by Nottinghamshire, is being lined up to join Sussex.

Norman Gifford, the Sussex cricket manager, is understood to be having talks with Hemmings, whose experience would bridge the gap while their young off spinner, Bradleigh Donelan, matures. □ Hugh Morris will, captain Glamorgan next season in place of his fellow opener, Alan Butcher, who has given up the position for fitness reasons. It will be Morris's second period as captain after leading the county between 1986 and 1989.

□ Nigel Briers, who led Leicestershire to their first NatWest Trophy final this season, has been given a new three-year contract. Briers, 37, took over as captain from David Gower two years ago.

□ Mark Greatbatch, the New Zealand Test batsman, faces a three-year ban from playing for League Cricket Conference clubs in the Midlands and North after failing to turn out for Leyland in their last match of the season.

## Essex again prove example to others

Team: Essex and Leicestershire jointly for the same reason — making the most out of limited resources. Essex also gain plaudits for proving that you can be 100 per cent professional on the field and still socialise with the opposition off it. Kent please note.

Player: Britannic Assurance may have chosen Paul Pridard but in the end Courtney Walsh squeaks it for his efforts to disprove the old adage that one player does not make a team.

Overseas player of the season: Courtney Walsh (see above). But Carl Hooper was a strong contender and if it had been player of half a season Dean Jones might have won it.

Comeback of the year: The BBC cricket correspondent, Jonathan Agnew, made a good case in the NatWest semi-final, but his refusal to be exposed in the final went against him and, anyway, his effort lacked the panache of that noted Man of Affairs and Rolls Royce driver, Phil Edmonds, who began his day at Trent Bridge looking still

Peter Ball hands out his end-of-term prizes and a few brickbats to mark the end of what has been a rather contentious season

the best slow left-arm bowler in the country and ended it in force, stumbling in the outfield after overdosing on painkillers.

Most exciting newcomer: Jimmy Daley, of Durham, made a late run, but two dazzling stroke players, Somerset's Mark Lathwell and Surrey's Alistair Brown, stood out, and Lathwell just gets the nod. One shot, sent screeching past the bowler off the back foot, had Paul Allott saying with awe: "That's the best shot I've seen all season. No. It's about the best shot I've ever seen."

Disappointments: Team: Lancashire. Even without Wasim Akram, for a side of their ability to only avoid seventeenth place by winning the last match was a scandal. Player: Present and former Middlesex bowlers vie for the award. Alex Barnett failed to make the

impact Lancashire expected, but the sight of Angus Fraser struggling to recapture his old hostility was the saddest of the season. Overseas player: Many candidates, proving that imported fast bowlers aren't always a guarantee of success. Danny Morrison interrupts the South African monopoly, but Rudi Bryson gets the vote.



Edmonds: brief return

Noisiest team: Surrey and Middlesex maintained the capital's high marking for chat, but the combination of grumblers and chatterers from Hampshire was outstanding.

Incompetent/insensitive administrators award: As always, a host of candidates: the England selectors for obvious reasons; Lancashire for their mishandling of the Wasim Akram affair and the sacking of Alan Ornrod and the TCCB marketing department for overpricing the NatWest Final in a recession would all win in other years. But the ICC making a total porridge of the ball-doctoring affair stands in a class of its own.

Quiet dignity in the face of selectorial incompetence: David Gower.

Outstanding two-finger reply to selectorial incompetence: Ian Salisbury, who twice returned career-bests after being left out of the party to tour India.

Fearless seeker after truth award: Allan Lamb.

Litigants of the year award: Lancashire, who responded with a flurry of solicitors' letters and writs to reports on the sacking of Ornrod, are strong candidates. But pride of place goes to the Pakistan touring team for its success in turning the ICC catatonic. It would have had even the late Robert Maxwell agog with admiration.

Frances Edmonds award for the player you'd cross Oxford Street to avoid: The old master is still there in his Northern fastness, but there are one or two other candidates who might have connections with Nottinghamshire.

Player you'd most want for company on a wet Sunday night in Middlesbrough: Derek Pringle.

Chairman of the year award: Chris Middleton (Derbyshire) for refusing to take the TCCB diploma in obfuscation.

Most hospitable club: Durham.

Worst pitch: Scarborough.